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The St. Louis Regional Skills Gap Planning Process

How the Planning Consortium was Formed. The St. Louis Skills Gap Planning Consortium (SLSGPC) was created in the spring of 2005 in response to funding support from the State of Missouri Department of Elementary and Secondary Education. The Directors of each Workforce Investment Board in the St. Louis region (City of St. Louis, St. Louis County, St. Charles County and Jefferson/Franklin Counties) to discuss the composition of the planning consortium and submitted up to (6) six names of individuals to be invited to join in the planning process. This process was to include the identification of key sectors in the local economy and occupations within those sectors that were in high demand, but in short supply due to “skills gaps”. Individuals invited to join the planning Consortium represented community colleges, economic development organizations, labor, business members of local Workforce Investment Boards, and university education institutions. (See Appendix A for complete list of invitees to the SLSGPC.) With only a few exceptions, all invitees participated regularly in the planning process.

Also invited to the planning process were individuals representing organizations of the health services sector in St. Louis, which the SLSGPC chose as the sector to analyze more closely for its skills gaps. These individuals were identified in the research phase of the planning process as willing to participate in a roundtable discussion of their organization’s planning key occupational needs. (See Appendix B for a list of the Health Services invitees.) Five (5) invitees attended a roundtable discussion with SLSGPC members on June 23, 2005 and discussed at length the key occupations and the challenges they were experiencing in filling those occupations.

The Skill Gap Planning Process and Planning Process Documentation. The Skills Gap Planning process was a multi-step process that engaged members of four (4) local WIBs, community colleges, economic development officials, and labor and university education institutions. These steps included (1) the selection of key sectors for analysis, (2) the conducting of the analysis (which included a survey of approximately 1,200 companies in three local sectors) and (3) the engagement of private sector participants in a dialog to identify “skill gaps” and solutions. (See Appendix C for Meeting Times and Dates, Sample Agendas and Meeting Notes from the Health Care Roundtable.) The planning process is described in more detail below.

Sector Analysis and the Selection of Target Sector and Occupations. The process for selecting the Target Sector and Occupations included several consortium meetings that first identified the sectors; Advanced Manufacturing, Health Services and IT. These sectors were consistent with the President's High Job Growth Initiative. A survey was designed that sought to identify the key occupations in these sectors within the St. Louis region, their skill requirements and a willingness of companies to participate in a planning process. (See Appendix D for the survey instrument used to collect information on key occupations within each sector. See Appendix E for a description of the sectors and a sample of companies from each selected for the survey.) A list of occupations identified in the survey was compiled for each sector and presented to the SLSGPC for their consideration.

From these survey results, the SLSGPC discussed their experiences with working with each sector and some of the occupations identified by the survey as in high-demand. (See Appendix F for the results of the Skill Gap Survey.) After much deliberation over the numerous occupations and their sector, it was decided that the Health Care sector would be the focus of the Skill Gap planning phase of the process. This decision was made in large part due to the experience of consortium members with Health Care industry participants and the presence of existing programs for Health Care sector occupations. This phase was to be a direct interface between representatives of the health care sector and the members of the SLSGPC.

Identification of Company Participants. From the results of the survey, the SLSGPC chose Health Services as the industry to invite to the planning table. The survey acquired responses from 457 health care companies, of which 149 said they would be willing to participate in various forms of engagement. These included focus groups or roundtable discussions, industry forums and personal interviews. Because of time constraints, the SLSGPC decided that a Roundtable Discussion would be the appropriate forum for acquiring the skill gap information that was required for future planning. Approximately 10 Health Care organizations had agreed in the survey to meet in this type of forum and after re-contact, five agreed to meet with the SLSGPC. This roundtable was held on June, 23, 2005 on the campus of the University of Missouri-St. Louis. Appendix B lists the Health Care sector participants.

Identification of Occupation Skill Gaps and Prioritization. The Skills Gap Survey also identified the occupations that were identified as essential to the operation of the individual firm. Company respondents also supplied information that described the difficulty they were having in hiring workers for these occupations as well as the skill shortcomings of applicants from these occupations. This information was used as a basis for dialog in a roundtable discussion with five (5) health care organizations. (See Appendix F for a summary of the survey results.)

From the roundtable occupations within each organization one or two occupations were identified as essential to the organization's operation and/or were in high demand. Each organization was given an opportunity to describe the occupation, its skill and professional certification and/or licensure and any issues or challenges that they had faced in filling the occupations for their organization. The organization and their key occupation are listed below:

Rosen Optometry Association, Inc.	Optthalmic Dispensers Optometric Technicians
Shriner's Hospital for Children	Registered Nurses
Missouri Cancer Care	Radiation Therapists Dosimetrists
Health South Sports Medicine	Physical Therapists
North Village Retirement Center	Physical Therapists

The "skill" gaps found in the above occupations ranged from those associated with a lack of basic math and reading skills as those found in applicants for Optthalmic Dispenser and Optometric Technician positions to those associated with physical therapists that included ever-higher education requirements (the equivalent to a Ph.D.) and a lack of faculty to expand class sizes. In between these occupations were the pay and working condition issues associated with registered nurses and the highly specialized and limited number of training/education institutions offering instruction leading to employment in the Dosimetrist occupation.

Collectively, the SLSGPC considered the potential assistance that could be provided by the resources of the member organizations of the SLSGPC and concluded that nurses followed by physical therapists were the

strongest candidates for assistance. This decision was also driven by recent local surveys conducted by MIDAS that had indicated large numbers of job openings in these occupations consistently over time; over 2,000 nursing job openings at any given time. But given the base clientele and the student population of the member organizations, it was also decided that the consortium could also provide future assistance with the occupations that found applicants lacking basic skills in math and reading. It was concluded that nurses and physical therapists would be given current priority, but would continue to consider the issues and skills gaps of the other occupations discussed by the Health Care invitees in the future. In general, priority was given to nurses and physical therapist because of their high demand throughout the region, the existence of current programs by member organizations and recent experience with addressing the high demand for nurses in the St. Louis region.

Identification of Skill Gap Solutions: Expand Training Capacity. Upon prioritizing the occupations within the Health Care sector, the SLSGPC focused on discussing the potential solutions to the skill gaps of each. Generally, these discussions focused on the demand for nursing and the ability of member organizations to expand the capacity of existing training programs in order to increase the supply of qualified candidates, but to also assist with other retention issues such as transportation and child care that may keep candidates/students in their respective training programs. Expanding the capacity of training and education for nursing candidates could also potentially include support for more faculty members through paid salary differentials between classroom and professional settings, increasing the location of classroom and lab facilities, providing more and better clinical sites and increasing the size of “bridge” programs for Licensed Practical Nurses to Registered Nurses.

Final decision on the design and priority of alternatives to the expansion of capacity within the nursing profession was delayed until a contingent of SLSGPC members met with the Missouri Hospital Association (MHA) in early August. After this meeting the consortium would convene again to consider the information gathered from the MHA and then to consider the solution that would be the most appropriate and cost-effective way to expand the capacity of the nursing training system and to increase the supply of nurses in the St. Louis region.

APPENDIX A

St. Louis Regional Skills Gap Planning Consortium Invitees

Skills Gap Consortium, 2005

St. Louis Missouri

Greg Aubuchon
Director
Labor and Education Market
Analysis (LEMA)
University of Missouri–St. Louis
One University Blvd, Ste.#10A
St. Louis, MO 63121

Dr. Michael L. Banks
Vice President for Academic
Affairs
St. Charles Community College
4601 Mid Rivers Mall Dr
P.O. Box 76975
St. Peters, MO 76975

Bonnie Bell
WIB Chair St. Charles County
Human Resource Manger
Nike IHM, Inc.
8 Research Park
St. Charles, MO 63304

Steve Coffman
Direct, Employment Training
State of Missouri
Department of elementary and
Secondary Education
205 Jefferson
PO Box 480
Jefferson City, MO 65102

Jim Duane
Assistant Director
Regional Center for Education &
Work (RCEW)
College of Education

St. Louis
One University Blvd., RCEW, Suite
11
St. Louis, MO 63121

Maria Freshman
Senior Research Specialist
Public Policy research Center –
MIDAS
Unive

John Gaal
Director
Training & Workforce Development
Carpenters' District Council of
Greater St. Louis and Vicinity
1401 Hampton Ave
St. Louis, MO 63139

Bryan Herrick
Director
The Learning Center
Jefferson College
1000 Viking Drive
Hillsboro, MO 63050

Donald N. Holt
Executive Director
St. Charles County
Department of Workforce
Development
2020 Parkway Dr
St. Peters, MO 63376

E. Thomas Jones
Executive Director
St. Louis Agency Training and
Employment (SLATE)
1017 Olive St. 1st Floor

Skills Gap Planning Initiative

St. Louis, MO 63101

St. Louis Community College
300 South Broadway
St. Louis, MO 63102

Virginia Kirkpatrick
President
CVK Personnel Management and
Training Specialist
525 Rue St. Francois, Ste. 8
Florissant, MO 63031

Richard Oldenburg
Economic Development Director
City of Washington
405 Jefferson
Washington, MO 63102

Angela Peters
Office of Job Training
Jefferson/Franklin
PO Box 350
Hillsboro, MO 63050

Jane Kost
Dean -Extended Learning
Jefferson College
1000 Viking Drive
Hillsboro, MO 63050

Doug Rasmussen
Assistant Vice President
St. Louis County Economic Council
Business Development Division
121 S. Meramec, Ste. 900
St. Louis, MO 63105

David Laslo, Ph.D.
Director – MIDAS
Public Policy research Center –
MIDAS
University of Missouri – St. Louis
One University Blvd, SSB 462
St. Louis, MO 63121

Janice Rhodes
St. Louis City WIB
Schnucks
11420 Lackland Rd
St. Louis, MO 63146

Roger Lawrence
East Central College
1964 Prairie Dell Rd
Union, MO 63084

David Leezer
Director of Business Development
St. Charles County Executive
Office
Historic Courthouse
100 North Third Street
St. Charles, MO 63301

John Rhodes
City of Washington
City Council Member Ward 2
56 Berkshire
Washington, MO 63090

Steve Long
Director
Workforce & Community
Development

Joyce Ugweje
Director
Missouri Career Center – St. Louis
County
26 B North Oaks Plaza

Skills Gap Planning Initiative

St. Louis, MO 63121

Michael West Jr.
Business Development Executive
Ameren Corporation
1901 Chouteau Ave
St. Louis, MO 63103

Lawrence White
Business Representative
Missouri Career Center
St. Louis County N.W
2780 N. Lindbergh

St. Louis, MO 63114

Shirley Wilson
Director
Missouri Career Center – Jefferson
/Franklin
P.O. Box 350
Hillsboro, MO 63050

Diane Wittke
WIB Jefferson/Franklin
Unimin Corp.
2968 Highway Z
Pevely, MO 63070

APPENDIX B

Health Care Roundtable Discussion Invitees

Irene Newman
Rosen Optometry Association, Inc.

Randy Putzler
Shriner's Hospital For Children

Linda Vincent
Missouri Cancer Care

John Sarantakis
St. Joseph Health Center

Sandy Simmons
St. Joseph Hospital

C. Christopher Marsh
Health South Sports Medicine

Diane Strutynski
North Village Retirement Center

APPENDIX C

Meeting Dates and Times, Sample Agenda and Notes form Health Care Roundtable Discussion

Skills Planning Gap Meetings

March 8, J.C. Penny Building, Room 75, 8:30 AM – 10:00 AM

March 23, J.C. Penny Building, Room 78, 9:00 AM – 11:00 AM

April 5, J.C. Penny Building 229, 9:00 AM: -- 10:30 AM

May 17, J.C. Penny Building, Room 72, 9:00 AM – 11:00 AM

June 23, J. C. Penny Building, Room 78, 9:30 AM – 11:00 AM

July 19, 427 Social Science Building, 1:30 PM – 3:00 PM

All meetings held on the North Campus of the University of Missouri – St. Louis

Sample Agenda

Agenda

Skills Gap Planning Meeting

University of Missouri– St. Louis

J.C. Penny Building Room 75

June 23, 2005

9:00 – 11:00 AM

- I. Welcome and Introductions
- II. Discussion of Company Survey Results
- III. Skills Gap and Problem Identification
- IV. Solutions Development
- V. Summary of Discussion
- VI. Next Steps

Meeting Notes on Health Care Roundtable

June 23, 2005 Skills Gap Health Services Roundtable

Meeting started with Dave first thanking the participants and then giving an overview of what the Skills Gap thus far has entailed and what you are expecting the session today to accomplish.

1. Each agency to talk about the occupations that are critical to their operation that they are having difficulty finding qualified workers for.
2. Then open up to group for questions and further discussion to identify the issues surrounding the problems, issues of Skill Gap.
3. Create solutions

Health Services firms that participated:

1. MO Cancer Care – Linda Vincent
2. HEALTHSOUTH of St. Charles – Chris Marsh
3. Shriner's Children Hospital – Randy Putzler
4. Rosen Optometry – Irene Newman
5. Village North Retirement Center – Diane Strutynski

Overall the two main themes arose from the discussion:

1. Lack of coordination of recruitment
2. Lack of soft skills: Focus being on the K-12 programs in the St. Louis educational systems.

Other things that were commented on were that transportation continues to be an issue for some applicants. That there needs to be a better channeling of people to other programs other than a 4-year college is necessary. It was said that the community colleges do a great job at getting out to the low skilled workers to get them the training that they need.

The question was raised about the differences in a nurse with a 2 vs. a 4-year degree. It was stated that there really is not difference and as Linda had committed that her best nurses come from a two-year program, they are usually all paid the same. However what a four-year degree does do is opens other doors for nurse to move through – such as staff nurse (management) or becoming a type of administrator.

NEXT MEETING JULY 19, 2005 @ 10AM

MO CANCER CARE – Linda Vincent

Most critical and hardest to find qualified applicants – **DOSIMITRIST*** (29-1124.00 or 29-2033.00). These people are highly trained in physics. Some have BA's others just highly trained. Some start out as Radiation Techs to Radiation Therapist with extra training (see <http://www.medicaldosimetry.org/> or <http://www.mdcb.org/> for more information on the skills needed for this occupation).

The other occupations that she has difficulty finding qualified applicants is for **Radiation Therapist*** (29-1124.00) and **Nurses** (29-1111.00) that are highly trained with Chemo Certification but further Oncology trained/experienced. She has found that many nurses that come in for interviews cannot even draw blood. However, it did not matter if the nurses came from a four or two year program in fact that most of her good nurses come from two year programs but for these successful applicants/employees this is a second career. She further talked about how in the class (Nursing Administration) that is she teaching at Maryville that she spends a lot of her time teaching student sentence structure and correcting spelling etc (soft skills/basic education).

To find out more about MO cancer care go to:

<http://www.mdnetlink.com/mocancercarenew/html/INDEX.HTM>

*DOSIMITRIST falls under two O*net codes

1. 29-1124.00 Radiation Therapist
2. 29-2033.00 Nuclear Medicine Technologist

HEALTHSOUTH SPORTS MEDICINE, ST. CHARLES – Chris Marsh

Most critical and hardest to find qualified applicants – **PHYSICAL THERAPISTS** (29-1123.00). These are licensed professionals. The profession started as a four-year degree program but changed to a Master's degree and now it has changed again to a PhD program (not an MD). It is a hard field to get into due to the requirements but further the programs are limited due to a limited number of people willing to teach the programs. These changes came about because of Medicare/Medicaid changes in SNF (see for more information <http://www.cms.hhs.gov/>) rules and regulations over the last 10 years. Because of the changes PT's lost their jobs to the skilled nursing staff. Things that would have been billed prior to the SNF changes are no longer acceptable under the new rules and regulations. However, this trend is changing once again and hopefully by 2020 people will have "Direct Access" to Physical Therapy. But there is a high demand for PT's because it had been in such low demand and programs keep a low student enrollment to keep the field from getting saturated but also for the reasons mentioned above – finding qualified PT's to train – they make more in the field than in teaching. Both PT's and PTA's (31-2021.00) have to be certified and for the first time PT examination pass rate has dropped below 70%. One further note obvious not, PTA's have to work under PT's, but PT's also have to work under a Medical Doctor's direction – hence the need for PT's to go to "Direct Access". There are some states that already have "Direct Access" for people and this will in turn create a greater need/shortage of PT's in the future.

To find out more about HEALTHSOUTH Sports Medicine, St. Charles go to: <http://www.healthsouth.com/medinfo/home/app/frame?cntx=01&2=/facility/facilityServlet&pageType=1&functionkey=1&facilityid=040167-00>

ST. LOUIS SHRINER'S HOSPITAL FOR CHILDREN – Randy Puzzler

Most critical and hardest to find qualified applicants – **NURSES** (29-1111.00). Randy started out saying that all you have to do is look at any of the big hospitals websites employment section to know that nurses are in high demand but also the backbone of the hospitals. He went on to say that he doesn't have the problems that the larger hospitals (300 to 400 different occupations) have in the area because his hospital only employees 300 people (approximately 100 occupations) and he just filled his only opening yesterday. But if he had to pick the most critical occupation it would be nurse and that this is not a St. Louis region phenomena – that it is across the country and continues to be an issue for many reasons – not just nurses wanting more money or burn out. For instance he said that women have more opportunities than the use to. Other occupations that he sees as in demand are: Pharmacists, Occupational therapist, Physical therapist and radiology technicians. As with nursing, these careers also have other opportunities of employment other than a hospital setting.

He suggests that the hospitals/medical services need to have a more effective recruitment program. Through entry-level positions it's not just getting quality workers, but keeping those quality workers (retention) and offering career ladder training. For instance – X-ray tech to ultrasound to mammography to MRI. MRI techs can get further training and move on to nuclear medicine/PET & CT.

He really believes that the most effective recruitment program is recruiting their own employees – but there has to be training programs out there designed to engage working people.

More information on the St, Louis Shriner's Hospital for Children go to:
<http://www.shrinershq.org/shc/stlouis/index.html>

ROSEN OPTOMETRY

Not the most critical but the hardest to find qualified applicants – **OPHTHALMIC DISPENSERS** (29-2081.00) and **OPTOMETRIC TECHNICIANS** (29-2081.00). The most critical occupation is Optometrists (29-1041.00) but they have no problem finding these partly due to having Schools of Optometry at both UMSL and Columbia. Irene said that most people don't realize it but most ophthalmic dispensers are just sales people with some training on some minor measurements and adjustments. There is a certification process and although they don't make a great deal of money it is a good living for those who do not have a degree. They currently train their own – they send their employees through the Len's Crafters training (http://www.lenscrafters.com/CompanyInfo/Ci_Careers.cfm), which is a really good program. The only other way to get these employees certified is through a self-study program. <http://www.abo-ncle.org/advanced.html>

Irene said that what she sees as a very REAL problem and one that needs the greatest attention is the soft skills of applicants.

Certified Ophthalmic Medical Technologist (COMT) 29-2099.99 - *Health Technologists and Technicians, All Other.*

- [Association of Technical Personnel in Ophthalmology](#) , 2025 Woodlane Dr., St. Paul, MN 55125. Phone: (800) 482-4858. Fax: (651) 731-0410.
- [Joint Commission on Allied Health Personnel in Ophthalmology](#) , 2025 Woodlane Dr., St. Paul, MN 55125-2998. Phone: (800) 284-3937. Fax: (651) 731-0410.

Certified Ophthalmic Technician (COT)

Certified Ophthalmic Assistant (COA)

To learn more about Rosen Optometry go to:
<http://www.rosenoptometry.com/index.asp?id=0>

VILLAGE NORTH RETIREMENT COMMUNITY

Most critical and hardest to find qualified applicants – **PHYSICAL THERAPISTS** (29-1123.00). She said that they have had to contract out their PT position to a service – that they retain the PTA's that work under the PT, whom in turn works as stated earlier under the MD's direction. Other than that she said that she has the same issues as those stated by the above healthcare firms. She stated that there is going to be Medicare changes again in 2006 that will once again affect PT's directly.

To learn more about Village North Retirement Community go to:
<http://www.villagenorthretirement.org/>

APPENDIX D – Survey Instrument

Skills Gap Planning Survey of Advanced Manufacturing, Information Technology, and Health Care Companies

Interviewer: _____ ABI Number: _____

Name of Person Interviewed: _____ Phone: _____

Company: _____ SIC: _____

This is _____. I am calling on behalf of the University of Missouri at St. Louis, Public Policy Research Center. We are gathering data on workforce issues related to (Advanced Manufacturing, Information Technology Companies or Health Care) companies in the St. Louis area. Our goal is to identify anticipated employment needs in your industry and company in order to meet those specific needs and to ensure the availability of qualified labor in the future. I was wondering if I could speak with someone in your organizations who is familiar with your organization's employment needs (YOU) to discuss a few some of the issues related to the development of this facility.

ONCE YOU ARE CONNECTED WITH THE APPROPRIATE PERSON REREAD THE INFORMATION ABOVE SUBSTITUTING THE WORDS IN ITALICS WITH ☐ YOU > ☐

WOULD YOU HAVE ABOUT FIVE MINUTES TO ANSWER A FEW QUESTIONS ABOUT YOUR FIRMS WORKFORCE NEEDS?

IF THE RESPONDENT HAS TIME NOW: Go to question #1

IF THE RESPONDENT IS BUSY: **Could I Fax you a copy of the interview to complete?**

Fax Number: _____

Part I. Market Condition of Company and Industry.

I'm going to begin by asking you a few general questions about your company.

1. *In what year was your company (or operation/department) founded?* _____

2. *What is your primary product(s) or service(s)?* _____

3. *What proportion of your product or service is sold?*

- ____ (1) In the St. Louis region
 ____ (2) Outside the region in the US
 ____ (3) Outside the US

4. *What proportion of your goods or materials are supplied*

- ____ (1) In the St. Louis region
 ____ (2) Outside the region in the US
 ____ (3) Outside the US

5. ***During the past year, have your sales:***
 - ☐ (1) Increased sharply (increased 15% or more)
 - ☐ (2) Increased modestly (increased 4% to 14%)
 - ☐ (3) Stayed about the same (-3% to +3%)
 - ☐ (4) Declined modestly (dropped by 4% to 14%)
 - ☐ (5) Declined sharply (dropped 15% or more)
 - ☐ (9) Don't know

6. ***How would you rate YOUR COMPANY'S financial health/profitability?***
 - ☐ (1) Excellent
 - ☐ (2) Very Good
 - ☐ (3) Good
 - ☐ (4) Fair
 - ☐ (5) Poor
 - ☐ (9) Don't Know

7. ***What are the expectations for your company's sales growth in the coming year?***
 - ☐ (1) Grow strongly (+15% or more)
 - ☐ (2) Grow modestly (+4% to +9%)
 - ☐ (3) Stay about the same (-3% to 3%)
 - ☐ (4) Decline modestly (-4% to -14%)
 - ☐ (5) Decline sharply (-15% or more)
 - ☐ (9) Don't Know

8. ***What are the expectations for your company's growth over the next five years?***
 - ☐ (1) Grow strongly (+15% or more per year)
 - ☐ (2) Grow modestly (+4% to +9% per year)
 - ☐ (3) Stay about the same (-3% to 3% per year)
 - ☐ (4) Decline modestly (-4% to -14% per year)
 - ☐ (5) Decline sharply (-15% or more per year)
 - ☐ (9) Don't Know

9. ***How would rate the financial health/profitability of your company's INDUSTRY?***
 - ☐ (1) Excellent
 - ☐ (2) Very Good
 - ☐ (3) Good
 - ☐ (4) Fair
 - ☐ (5) Poor
 - ☐ (9) Don't Know

10. ***Which ONE of the following do you see as your company's greatest challenge to continued growth for your company? (Check One)***
 - ☐ (1) adequate facilities
 - ☐ (2) Access to capital
 - ☐ (3) Availability of qualified labor
 - ☐ (4) Government regulation
 - ☐ (5) Slow research developments
 - ☐ (6) Lack of technological innovations
 - ☐ (7) Lack of local suppliers

- ____ (8) Inadequate transportation
 ____ (9) Other: _____
 ____ (10) Don't Know
11. *How many employees does your company **CURRENTLY** employ in the St. Louis metropolitan area?*
- _____ employees
12. *How many employees did your company employ in the St. Louis area one year ago?*
- _____ employees
13. *How many employees do you think your company will employ in the St. Louis area one year from now?*
- _____ employees
14. *How many employees do you think your company will employ in the St. Louis area five years from now?*
- _____ employees
15. *How does your company currently recruit employees? (Check all that apply.)*
- ____ (01) Newspaper
 ____ (02) Employment Agencies
 ____ (03) Job fairs
 ____ (04) High Schools
 ____ (05) Recruiters
 ____ (06) State employment agencies
 ____ (07) Colleges and Universities
 ____ (08) Trade Publications
 ____ (09) In-House Promotion
 ____ (10) Referrals/Word of Mouth
 ____ (11) Internet
 ____ (12) Other _____

PART II. Occupation and Participation Information

16a. *Does your organization employ persons in any of the following occupations?*

Advanced Manufacturing

- ____ Environmental Engineering Technician
 ____ Logistics/Supply Chain Specialists
 ____ Computer-Controlled Machine Operators/Machinists
 ____ Engineering Manager
 ____ Industrial Engineering Technician
 ____ Computer System Integrators
 ____ Industrial Process Manager/Technician

- ___ Industrial Machinery Mechanic/Maintenance
- ___ Chemical Process Technician/Chemical Technician
- ___ Process Technicians or Managers
- ___ Quality Assurance Technicians
- ___ CAD Design Programmers/Operators
- ___ Process Control Technicians
- ___ Machine Programmers/Operators
- ___ Electrical Engineer

Information Technology

- ___ Network System and Data Communications Analyst
- ___ Computer Software Engineers, Applications
- ___ Computer Software Engineers, Systems Software
- ___ Database Administrator
- ___ Computer Systems Analyst
- ___ Network and Computer Systems Administrator
- ___ Computer and Information System Manager
- ___ Computer Programmer
- ___ Computer Support Specialist

Health Care

- ___ Medical Assistant
- ___ Physician Assistant
- ___ Home Health Aides
- ___ Medical Records and Health Information Technician
- ___ Dental Hygienist
- ___ Physical Therapist
- ___ Occupational Therapist
- ___ Respiratory Therapist
- ___ Cardiovascular Technologist and Technician
- ___ Emergency Medical Technician and Paramedic
- ___ Pharmacist
- ___ Pharmacy Technician
- ___ Surgical Technologist
- ___ Registered Nurse
- ___ Radiologic Technologist and Technician
- ___ Licensed Practical and Licensed Vocational Nurse
- ___ Doctors
- ___ Certified Nurse Assistants

16b. Are there any other high growth or key occupations that are essential to the success of your company? _____

17. Of the occupations I just read, which TWO have you had the most difficulty finding qualified applicants?

18a. What occupation(s) is most important to your company's operation?

18b. How many have you hired in the last 12 months? _____

18c. How many do anticipate hiring in one (1) year? _____

18d. How many do anticipate hiring in five (5) years? _____

19. How much difficulty have you had hiring individuals for the occupation(s) that are most important to your operation?

- _____ No difficulty
- _____ Some difficulty
- _____ Great Difficulty
- _____ Don't know

20. How much difficulties have you had finding qualified applicants for the key occupation(s) noted above?

- _____ No difficulty
- _____ Some difficulty
- _____ Great Difficulty
- _____ Don't know

21. How have the skills and experience of applicants compared with job requirements?

- _____ Matched Very Well
- _____ Matched Well
- _____ Matched somewhat
- _____ Matched Very Little
- _____ Matched not at all
- _____ Don't know

22a. What have been the deficiencies or shortcomings of recent applicants?

- _____ Poor Work ethic
- _____ Communication/interpersonal skills
- _____ Basic math skills
- _____ Writing skills
- _____ Technical skills
- _____ Understanding written information
- _____ Lack of computer skills
- _____ Positive attitude
- _____ Customer service skills
- _____ General knowledge of business or industry
- _____ Other
- _____ None
- _____ Don't know

22b. What new or additional technical skills would you like to see in applicants today?

22c. What new or additional technical skills would you like to see in applicants in 1 (one) year?

22d. *What new or additional technical skills would you like to see in applicants in 5 five) years?*

23. *What training or other preparation would you see as essential to overcoming the shortcomings of recent applicants?*

- ☐ Short-term in-plant training
☐ Formal degree or certification
☐ On-the-Job Training
☐ Other

24. *Do you use any forms of alternatives to full-time employment such as*

- ☐ *Temporary services*
☐ *Independent contracting*
☐ *Out-sourcing outside the St. Louis region*
☐ *Other*

25. *Have you ever approached any training organization or educational institution about providing the training and/or skills necessary to fill you occupational needs?*

Yes ☐ No ☐

26. *Would you or another company representative be willing to participate in a partnership with training organizations and educational institutions in designing skill-based solutions to your specific labor needs?*

Yes ☐ No ☐

27. *Which of the following methods of meeting would you be willing to participate? (Check all that you would be willing to do.)*

- ☐ Personal Interview
☐ Focus Group
☐ Large Industry Forum
☐ Other

28. *Who in your organization would be the best person to invite to the Skills Gap Planning process to further discuss and explore your labor needs?*

Name

Contact Person Telephone Number

Contact Person Email

APPENDIX E – Sector Descriptions and Sample Companies

On April 5th, 2005 the Skills Gap Committee decided to proceed with a survey initiative in three core industries within the St. Louis MSA, MO-IL: Advanced Manufacturing, HealthCare and Information Technology. With this decision made the next step was to pull together a sample from the MSA for each of the industries. The MIDAS unit of the Public Policy Research Center at the University of Missouri has conducted sector surveys for each of these industries and thus had the criteria needed to identify the available business in each of the industries within the MSA. The next several paragraphs describe these criteria for each industry and gives business examples for each of the industry survey samples.

Advanced Manufacturing: The Advanced Manufacturing companies were pulled from a business database called HarrisInfo. The following SIC were identified as Advanced Manufacturing through the MIDAS Survey initiative that was conducted in the fall of 2002: 28 (Chemicals And Allied Products), 30 (Rubber And Misc. Plastics Products), 34 (Fabricated Metal Products), 35 (Industrial Machinery And Equipment), 36 (Electronic and Other Electric Equipment), 37 (Transportation Equipment), & 38 (Instruments And Related Products). The total sample size N= 594 companies; total survey responses N=169.

Advanced Manufacturing Top Employers in the MSA

Company Name
Boeing Co
DaimlerChrysler Corp
General Motors Corp
Husmann
Olin Corp
G K N Aerospace North America
Asf-Keystone Inc
Boeing Military Aircraft
Semco Plastic Co
Cooper Bussmann Inc
Alvey Systems Inc
BioMerieux Inc

HealthCare: The HealthCare companies were pulled from a business database called InfoUSA. The following 3-Digit North American Industry Classification System (NAICS) Codes were identified as HealthCare through the MIDAS Survey initiative that was conducted in May of 2003: 621 (Ambulatory Health Care Services), 622 (Hospitals), And 623 (Nursing And Residential Care Facilities) The total sample size N= 207 companies (67 250+ companies at 100%; 140 sample of 5-249 employees); total survey responses N=66.

HealthCare Top Employers in the MSA

COMPANY_NAME
BJC HEALTHCARE
ST JOHNS MERCY MEDICAL CTR
BARNES-JEWISH HOSPITAL
ST CLARES HOSPITAL
ST ELIZABETHS HOSPITAL
FOREST PARK HOSPITAL
CHRISTIAN HOSPITAL
MISSOURI BAPTIST MEDICAL CTR
ST ANTHONYS MEDICAL CTR
US VETERANS MEDICAL CTR
VETERANS ADM MEDICAL CTR
ST JOSEPH HOSPITAL

Information Technology Producing: The IT-Producing companies were pulled from a business database called InfoUSA. See Table 1 below for information regarding the NAICS codes included in this industry as defined by U.S. Department of Commerce. The total sample size N= 2,161 companies; total survey responses N=170.

Table 1. Information Technology-Producing Industries (2002 NAICS)*

NAICS**		NAICS	
Code	Computer Hardware	Code	Software and Computer Services
333295	Semiconductor machinery	511210	Software publishers
333313	Office machinery	518111	ISPs and web search portals
334111	Electronic computers	518112	ISPs and web search portals
334112	Computer storage devices	518210	Data processing and related services
334113	Computer terminals	532420	Office machine rentals and leasing
334119	Other computer peripheral equipment	541511	Custom computer programming services
334411	Electron tubes	541512	Computer systems design services
334412	Bare printed circuit boards	541513	Computer facilities management services
334413	Semiconductors and related devices	541519	Other computer-related services
334414	Electronic capacitors	811212	Computer and office machine repair
334415, 6,9	Miscellaneous electronic components	423430	Computer and software wholesalers (part)
334417	Electronic connectors	443120	Computer and software retailers (part)
334418	Printed circuit assemblies		
334513	Industrial process variable instruments		
334515	Electricity and signal testing instruments		
334516	Analytical laboratory instruments		
423430	Computer and software wholesalers (part)		
443120	Computer and software retailers (part)		
	Communications Equipment		Communications Services
334210	Telephone apparatus	517110	Wired telecommunications carriers
334220	Broadcast and wireless communications equipment	517212	Cellular and other wireless carriers
334310	Audio and video equipment	517310	Telecommunications resellers
334611	Software reproducing	517410, 910	Satellite and other telecommunications services
334613	Magnetic and optical recording media	517510	Cable and other program distribution

*Source: U.S. Department of Commerce, Digital Economy 2003.

** Of the possible 43 IT-Producing NAICS Codes, only 32 of them are operating in the St. Louis MSA. The 43 categories are determined by counting the portions as 2 codes rather than 4 codes – see Table 1.

IT-Producing Top Employers in the MSA

COMPANY_NAME
UNITED TECHNOLOGIES CORP
CENTURY TEL
SOUTHWESTERN BELL TELEPHONE CO
CONVERGYS CORP
SAVVIS COMMUNICATIONS CORP
BIO MERIEUX INC
TELCOBUY COM
QUILOGY
PAYNECREST ELECTRIC INC
AMDOCS
PEABODY HOLDING CO
ACCENTURE
CASS INFORMATION SYSTEMS INC
AMDOCS INC
EDS CORP
NU VOX INC
BUSE INDUSTRIES

APPENDIX F Survey Results

Q1. In what year was your company (or operation/department) founded?

N=405

	Group			Total
	Advanced manufacturin g	Information technology	Healthcare	
	1	2	3	

Q1 What year was your company founded

1950=1950 or earlier	31.9%	3.0%	18.0%	17.5%
1970=1951-1970	24.1%	3.6%	6.6%	12.7%
1980=1971-1980	13.3%	11.9%	21.3%	13.9%
1990=1981-1990	19.3%	24.4%	27.9%	22.8%
1995=1991-1995	8.4%	21.4%	14.8%	14.9%
2000=1996-2000	1.8%	28.6%	11.5%	14.7%
2001=2001 or after	1.2%	7.1%	0.0%	3.5%

Q2. What is your primary product(s) or service(s)?

group description	Q2 What is primary products/services
AdManf	ABRASIVE BLASTING & SURFACE EQ
AdManf	AIRCRAFT INSTRUMENT MANUFACTUR
AdManf	AIRCRAFT PARTS
AdManf	ALUMINUM AWNINGS
AdManf	ARCHITECTURAL SHEET METAL
AdManf	ASSEMBLE RUG DOCTOR MACHINES
AdManf	ASSEMBLY PLANT
AdManf	AUTO SEALING PARTS
AdManf	AUTOMOTIVE SERVICE EQUIPMENT
AdManf	BAND SAW BLADES
AdManf	BATTERY CHARGING TESTING EQUIP
AdManf	CERAMIC MOLDS
AdManf	CHEMICAL MANUFACTURING
AdManf	COMMERCIAL LIGHTING
AdManf	COMMUNICATION EQUIPMENT
AdManf	COMPUTER CONTROL UNITS
AdManf	COMPUTER MANUFACTURERS
AdManf	CONVEYOR BELTING
AdManf	CORRUGATED BOXES
AdManf	CUSTOM ELECTRICAL HEATING EQUI
AdManf	CUSTOM METAL FABRICATOR
AdManf	CUSTOM PACKAGING SYSTEM
AdManf	CUSTOM PLASTIC INJECTION MOLDI
AdManf	DIE CAST DIES
AdManf	DIECAST MOLDS
AdManf	DIECAST TOOLING
AdManf	DIESEL ENGINE PARTS
AdManf	DISTRIBUTOR OF SCREEN PRINTERS
AdManf	ELECTRIC MOTOR REPAIR
AdManf	ELECTRICAL CONNECTORS
AdManf	ELECTRICAL ENCLOSURES
AdManf	ELECTRICAL PROTECTION DEVICES
AdManf	ELEVATOR BUCKELS-INJECTION MOL
AdManf	ELEVATOR PRODUCTS
AdManf	ENGINEERING SERVICES
AdManf	FABRICATE CONVEYOR BELTS
AdManf	FABRICATE MACHINE PARTS
AdManf	FABRICATE PLANE PARTS

Q2. What is your primary product(s) or service(s)?

group description	Q2 What is primary products/services
AdManf	FABRICATE SHEET METAL
AdManf	FABRICATE STRUCTURAL STEEL
AdManf	FABRICATED STRUCTURAL STEEL
AdManf	FABRICATION OF STRUCTURAL STEE
AdManf	FOAM FABRICATORS
AdManf	FORMULATE PESTICIDES
AdManf	HEALTHCARE
AdManf	HIGH PRESSURE DIE CAST MOLDS
AdManf	HIGH VOLUME MACHINE SHOP
AdManf	HOT DIP GALVANIZING
AdManf	HOUSEWARE APPLIANCES
AdManf	HVAC & MANUFACTURE SHEET METAL
AdManf	INDUSTRIAL CHEMICAL CLEANERS
AdManf	INDUSTRIAL ELECTRONIC MOTORS
AdManf	INDUSTRIAL FINISHING EQUIPMENT
AdManf	INDUSTRIAL GASES
AdManf	INDUSTRIAL MACHINE PARTS
AdManf	INDUSTRIAL PAINT MANUFACTURERS
AdManf	INDUSTRIAL SUPPORT SYSTEMS
AdManf	INJECTION MOLDED PLASTICS
AdManf	INJECTION MOLDING
AdManf	INJECTION MOLDING OF PLASTIC M
AdManf	INSTALLING SHEET METAL
AdManf	INTERIORS & FLOORING
AdManf	JOB SHOP-MACHINE METAL WORK
AdManf	JOB SHOP-METAL FABRICATION
AdManf	JOB SHOP-METAL STAMPING
AdManf	LASER PRINTER SALES & SERVICE
AdManf	LIQUID OXYGEN NITROGEN ARGON
AdManf	LUBRICATION SYSTEMS
AdManf	MACHINE SHOP
AdManf	MAKE HEALTH CARE CLEANING PROD
AdManf	MAKE LABEL DIES
AdManf	MAKE MATERIAL HANDLING EQUIPME
AdManf	MAKE OUTDOOR YARD LIGHTS
AdManf	MAKE PLAIN LABEL SHELF & BEAUT
AdManf	MAKE PRECISION MACHINE COMPONE
AdManf	MAKE PRINTING PRESS ROLLERS

Q2. What is your primary product(s) or service(s)?

group description	Q2 What is primary products/services
AdManf	MAKE TUBING BUNDLES & FITTINGS
AdManf	MAKE WOOD METAL PLASTIC PATTERN
AdManf	MAKES RUBBER COVERED ROLLERS
AdManf	MAKING SPECIAL MACHINES
AdManf	MANUFACTURE AWARDS
AdManf	MANUFACTURE BATTERY CHARGERS
AdManf	MANUFACTURE BRASS CASTING
AdManf	MANUFACTURE CLEANING SUPPLIES
AdManf	MANUFACTURE COMPONENT PARTS
AdManf	MANUFACTURE CONVERTED MATERIAL
AdManf	MANUFACTURE CONVEYOR SYSTEMS
AdManf	MANUFACTURE CULTURED MARBLE
AdManf	MANUFACTURE CUSTOM ELECTRONICS
AdManf	MANUFACTURE DIE CAST TOOLING
AdManf	MANUFACTURE HEALTH/BEAUTY PRODUCTS
AdManf	MANUFACTURE HEAVY DUTY CLUTCHES
AdManf	MANUFACTURE INDUSTRIAL SEALANT
AdManf	MANUFACTURE LIGHTING FIXTURES
AdManf	MANUFACTURE MACHINE PARTS
AdManf	MANUFACTURE METAL CONNECTOR PL
AdManf	MANUFACTURE METAL PARTS
AdManf	MANUFACTURE METAL STRIPPING PA
AdManf	MANUFACTURE OF INDOOR TANNING
AdManf	MANUFACTURE OF PAINT & PRIMER
AdManf	MANUFACTURE OF PLASTIC PARTS
AdManf	MANUFACTURE OF TOOLS & DIES
AdManf	MANUFACTURE PARTS-BRASS BELLS
AdManf	MANUFACTURE PLASTIC BOTTLES
AdManf	MANUFACTURE PLASTIC BOTTLES
AdManf	MANUFACTURE PLASTIC COMPONENTS
AdManf	MANUFACTURE PLASTIC PARTS
AdManf	MANUFACTURE PRINTED CIRCUIT BOARD
AdManf	MANUFACTURE PRINTING PRESSES
AdManf	MANUFACTURE SCREWS
AdManf	MANUFACTURE SHEET METAL
AdManf	MANUFACTURE SHEET METAL PRODUCTS
AdManf	MANUFACTURE STEEL METAL PRODUCTS
AdManf	MANUFACTURE STEEL TRANSFORMER

Q2. What is your primary product(s) or service(s)?

group description	Q2 What is primary products/services
AdManf	MANUFACTURE TOOL & DIE
AdManf	MANUFACTURE TOOLING FOR DIE CA
AdManf	MANUFACTURE TOOLING FOR FOUNDR
AdManf	MANUFACTURE TRACK BODIES
AdManf	MANUFACTURE TRUCK BODIES
AdManf	MANUFACTURE VENDING MACHINES
AdManf	MANUFACTURE VINYL WINDOWS
AdManf	MANUFACTURE WIRE CLOTH
AdManf	MANUFACTURER MATERIAL HANDLING
AdManf	MANUFACTURING PRECISION GEARS
AdManf	MANUFACTURING PUMPS
AdManf	MARKING EQUIPMENT
AdManf	MECHANICAL DUCTWORK
AdManf	METAL FABRICATION
AdManf	METAL FABRICATOR
AdManf	METAL FINISHING
AdManf	METAL STAMPING DIES
AdManf	METAL STAMPING TOOLS & DIES
AdManf	MODULAR OFFICE EQUIPMENT
AdManf	MONITORING EQUIP FOR FIRE ALAR
AdManf	MORE PETROLEUM ADDITIVES
AdManf	PACKAGE PRODUCTS FOR FLORAL IN
AdManf	PLASTIC INJECTED MOLDED PARTS
AdManf	PLASTIC INJECTED MOLDINGS
AdManf	POWDER COATINGS
AdManf	PRE-CAST CONCRETE WORK
AdManf	PRECISION MACHINE PARTS
AdManf	PRODUCE COATING & MAKE PAINT
AdManf	PRODUCE COMMERCIAL SOUND EQUIP
AdManf	PRODUCTION-JOB MACHINE SHOP
AdManf	PUNCHES & DIES FOR PHARMACEUTI
AdManf	RACE CAR CHASIS
AdManf	REMANUFACTURE RAILROAD CARS
AdManf	REPAIR CUTTING DIES
AdManf	REPAIR JOB IRON SHOP
AdManf	RUBBER COVERED ROLLERS
AdManf	SCREW MACHINE PRODUCTS
AdManf	SELL RACE CAR HAULERS/TRAILERS

Q2. What is your primary product(s) or service(s)?

group	
description	Q2 What is primary products/services
AdManf	SHEET METAL DUCTWORK
AdManf	SHEET METAL MANUFACTURER
AdManf	SHEET PLATE FABRICATION & BOIL
AdManf	STAINLESS FABRICATION OF KITCH
AdManf	STEEL FABRICATING/WELDING
AdManf	STEEL FABRICATION
AdManf	STEEL MANUFACTURING
AdManf	STEEL PLATE FABRICATOR
AdManf	STELL JOICES
AdManf	STORAGE BATTERIES
AdManf	SUNROOFS FOR CARS/SUSPENSION
AdManf	TENSIONERS IDLERS & GEARS
AdManf	TOOL DIE & METAL STAMPING SHOP
AdManf	TOPICAL ANTISEPTICS
AdManf	TRUCK BODIES FOR TELECOMMUNICA
AdManf	WASTEWATER ODOR CONTROL
AdManf	WIRE FORM
AdManf	WORD & RECOGNITION PRODUCT
InfoTech	ACCOUNTING
InfoTech	ACCOUNTING
InfoTech	ADVERTISING
InfoTech	ADVERTISING & DESIGNING
InfoTech	BROADCAST & PROFESSIONAL VIDEO
InfoTech	BUILD COMPUTERS
InfoTech	BUILDS COMPUTERS
InfoTech	CASE MGMT SOFTWARE SYSTEM
InfoTech	CELL PHONE SALES
InfoTech	CELL PHONES & COMPUTERS
InfoTech	COMMUNICATIONS CONTRACTOR
InfoTech	COMMUNICATION-CELL PHONES
InfoTech	COMMUNICATIONS
InfoTech	COMMUNICATIONS
InfoTech	COMMUNICATIONS
InfoTech	COMMUNICATIONS-CELL PHONES
InfoTech	COMPUTER CLEANING & DATA RECOV
InfoTech	COMPUTER CONSULTANT
InfoTech	COMPUTER CONSULTING
InfoTech	COMPUTER CONSULTING

Q2. What is your primary product(s) or service(s)?

group description	Q2 What is primary products/services
InfoTech	COMPUTER DESIGNERS & CONSULTAN
InfoTech	COMPUTER HARDWARE & SERVICE
InfoTech	COMPUTER HARDWARE & SOFTWARE
InfoTech	COMPUTER MAINTENANCE & SUPPORT
InfoTech	COMPUTER PROGRAMS
InfoTech	COMPUTER RENTAL
InfoTech	COMPUTER REPAIR
InfoTech	COMPUTER REPAIR
InfoTech	COMPUTER REPAIR
InfoTech	COMPUTER REPAIR & UPGRADE
InfoTech	COMPUTER SALES
InfoTech	COMPUTER SALES & NETWORK DEV
InfoTech	COMPUTER SALES & SERVICE
InfoTech	COMPUTER SECURITY
InfoTech	COMPUTER SOFTWARE
InfoTech	COMPUTER SOFTWARE
InfoTech	COMPUTER SOFTWARE
InfoTech	COMPUTER SOFTWARE VIDEO GAMES
InfoTech	COMPUTER SYSTEMS
InfoTech	COMPUTER SYSTEMS
InfoTech	COMPUTER SYSTEMS DESIGN & ITT
InfoTech	COMPUTER TECH
InfoTech	COMPUTER WEB DEVELOPMENT
InfoTech	CONSULTING
InfoTech	CONSULTING & INSTALLATION
InfoTech	CONSULTING SUPPORT
InfoTech	CONSUMER ELECTRONICS
InfoTech	CONTRACTORS-IT SUPPORT
InfoTech	CONVERSION OF ENGINEER PRINT
InfoTech	CREATE SOFTWARE
InfoTech	CUSTOM BUILD COMPUTER HARDWARE
InfoTech	CUSTOM BUSINESS SOFTWARE
InfoTech	CUSTOM PROGRAMS FOR LOAN CO
InfoTech	CUSTOM SOFTWARE
InfoTech	CUSTOMER SOFTWARE DEVELOPMENT
InfoTech	DATA CENTER FOR BIG COMPANIES
InfoTech	DATA CENTER SERVICE
InfoTech	DATABASE MANAGEMENT

Q2. What is your primary product(s) or service(s)?

group description	Q2 What is primary products/services
InfoTech	DESIGNING & CONSULTING
InfoTech	DEVELOPMENT OF INTERNET MEDIA
InfoTech	EDUCATIONAL NETWORKING
InfoTech	ELECTRONICS SALES
InfoTech	FREE MAGAZINE DISTRIBUTED
InfoTech	GOVERNMENT SYSTEMS INTEGRATOR
InfoTech	GRAPHIC ART
InfoTech	GRAPHIC DESIGNS
InfoTech	INFO TECH CONSULTING
InfoTech	INFO TECHNOLOGY FOR BUSINESSES
InfoTech	INFORMATION SUPPORT
InfoTech	INFORMATION SYSTEMS CONSULTANT
InfoTech	INFORMATION TECH
InfoTech	INSTALL FOOD SERVICE EQUIPMENT
InfoTech	INSTALLATION OF CENTRAL OFFICE
InfoTech	INTERNAL SOFTWARE DEVELOPMENT
InfoTech	INTERNET ACCESS
InfoTech	INTERNET DEVELOPMENT
InfoTech	INTERNET SERVICE
InfoTech	IT CONSULTANT
InfoTech	IT CONSULTANT
InfoTech	IT CONSULTANTS
InfoTech	IT CONSULTING
InfoTech	IT CONSULTING
InfoTech	IT SERVICES
InfoTech	IT SERVICES
InfoTech	IT SERVICES
InfoTech	IT SERVICES
InfoTech	LABELS & BARCODING
InfoTech	LARGE SOUND SYSTEM DENIGRATOR
InfoTech	MANUFACTURE DIGITAL RECORDERS
InfoTech	MARKETING
InfoTech	MARKETING
InfoTech	MEDICAL SOFTWARE
InfoTech	MULTI-MEDIA
InfoTech	MULTI-MEDIA
InfoTech	MUSIC DIST
InfoTech	NETWORK CABLING INSTALLATION

Q2. What is your primary product(s) or service(s)?

group description	Q2 What is primary products/services
InfoTech	NETWORK SOLUTIONS SOFTWARE DEV
InfoTech	NETWORK SYSTEM ADMINISTRATION
InfoTech	NETWORKING-INSTALLATION
InfoTech	NEW COMPUTER NETWORKING
InfoTech	PC COMPUTER SALES & SERVICE
InfoTech	PC HARDWARE WHOLESALE DISTRIBUTION
InfoTech	PERSONAL COMPUTERS
InfoTech	PHONES & PAGERS
InfoTech	PRINTER REPAIR
InfoTech	PRINTERS & FAX PRINT MGMT
InfoTech	PRODUCE SOFTWARE FOR SCHOOLS
InfoTech	PRODUCT DEVELOPMENT
InfoTech	PROVIDE SATELLITE RECEPTION
InfoTech	RE-MARKET COMPUTER EQUIPMENT
InfoTech	RECOGNITION AWARDS-COMPUTER
InfoTech	RESIDENTIAL & COMMERCIAL MORTGAGE
InfoTech	RETAIL SALES
InfoTech	SALE OF PRINTER SUPPLIES
InfoTech	SALE OF USED COMPUTERS
InfoTech	SALES & LEASING OF IT EQUIPMENT
InfoTech	SALES REPRESENTATIVE
InfoTech	SATELLITE COMMUNICATIONS
InfoTech	SECT 125 CAFETERIA PLAN PROVIDED
InfoTech	SELL & INSTALL BUSINESS TELEPHONE SYSTEM
InfoTech	SELL & SERVICE COMPUTERS
InfoTech	SELL ACCOUNT SOFTWARE TECH SUPPORT
InfoTech	SELL MOBILE PHONES
InfoTech	SERV & SELL PRINTER COMPONENTS
InfoTech	SERVICE & SALES
InfoTech	SERVICE BUREAU
InfoTech	SERVICE COPIERS & FAXES
InfoTech	SERVICE DIRECT ASSISTANT
InfoTech	SERVICE OF OFFICE EQUIPMENT
InfoTech	SIGNATURE CAPTURE HARDWARE/SOFTWARE
InfoTech	SOFTWARE
InfoTech	SOFTWARE & HARDWARE DISTRIBUTION
InfoTech	SOFTWARE CONSULTING
InfoTech	SOFTWARE DEVELOPER

Q2. What is your primary product(s) or service(s)?

group description	Q2 What is primary products/services
InfoTech	SOFTWARE DEVELOPMENT
InfoTech	SOFTWARE DEVELOPMENT
InfoTech	SOFTWARE DEVELOPMENT
InfoTech	SOFTWARE DEVELOPMENT
InfoTech	SOFTWARE DEVELOPMENT
InfoTech	SOFTWARE DEVELOPMENT
InfoTech	SOFTWARE DEVELOPMENT
InfoTech	SOFTWARE FOR HEALTH CARE
InfoTech	SOFTWARE FOR INSURANCE
InfoTech	SOFTWARE PRODUCTS
InfoTech	SOFTWARE PROGRAMS
InfoTech	SOUND SYSTEMS & LIGHTING
InfoTech	TECHNICAL CONSULTING & SALES
InfoTech	TELECOMMUNICATION
InfoTech	TELECOMMUNICATION SERVICES
InfoTech	TELECOMMUNICATION SOFTWARE PRO
InfoTech	TELECOMMUNICATIONS
InfoTech	TELECOMMUNICATIONS BROKER
InfoTech	TELECOMMUNICATIONS EQUIPMENT
InfoTech	TEMPORARY PLACEMENT AGENCY
InfoTech	USED COMPUTERS
InfoTech	VERTICAL SOFTWARE
InfoTech	VOICEMAIL
InfoTech	WEB DESIGN
InfoTech	WEB DEVELOPMENT
InfoTech	WEB DEVELOPMENT
InfoTech	WEB DEVELOPMENT & GRAPHIC DESI
InfoTech	WEBSITE DESIGN & DEVELOPMENT
InfoTech	WEBSITE DESIGN & DEVELOPMENT
InfoTech	WEBSITE DESIGN & HOSTING
InfoTech	WEBSITE DEVELOPMENT
InfoTech	WEBSITE DEVELOPMENT
InfoTech	WIRELESS & REPAIR
InfoTech	WIRELESS DATA SERVICES
InfoTech	WIRELESS PAGERS & PHONES
InfoTech	WIRING FOR COMMUNICAITONS
Health	ACUTE HOSPITAL
Health	CHILDRENS MEDICAL HOSPITAL

Q2. What is your primary product(s) or service(s)?

group description	Q2 What is primary products/services
Health	CHIROPRACTIC SERVICE
Health	CHIROPRACTORS & MASSAGE THERAP
Health	Dental
Health	DENTAL OFFICE
Health	DENTAL SERVICES
Health	DERMATOLOGY INC
Health	DOCTORS OFFICE
Health	Epilepsy Care
Health	EYE SURGERY
Health	FABRICATE BRIDGEWORK
Health	GASTRONOLOGIST SERVICES
Health	GEN OPTOMETRY
Health	GENERAL DENTISTRY
Health	GENERAL DENTISTRY
Health	GENERAL DENTISTRY
Health	GENERAL EYE CARE
Health	GENERAL PRACTICE OF MEDICINE
Health	GERIATRICS
Health	HEALTHCARE SERVICES
Health	HOME CARE AGENCY
Health	HOME HEALTH CARE
Health	HOSPITAL
Health	HOSPITAL
Health	HOSPITAL
Health	HOSPITAL
Health	HOSPITAL
Health	HOSPITAL
Health	HOSPITAL
Health	HOSPITAL
Health	HOSPITAL
Health	IMPLANTS JOINT REPLACEMENTS
Health	INPATIENT & OUTPATIENT REHAB
Health	INTERNAL AUDIT SERVICE
Health	MEDICAL & DENTAL SERVICES
Health	MEDICAL & NONMEDICAL HOME CARE
Health	MEDICAL HOSPITAL
Health	MEDICAL HOSPITAL

Q2. What is your primary product(s) or service(s)?

group description	Q2 What is primary products/services
Health	MEDICAL HOSPITAL
Health	MEDICAL HOSPITAL
Health	NURSING HOME
Health	NURSING HOME
Health	NURSING HOME
Health	NURSING REHAB/LONG TERM CARE
Health	ONCOLOGY
Health	ORAL SURGERY
Health	ORTHODONICS & GENERAL DENTISTR
Health	OUTPATIENT DIAGNOSTIC RADIOLOG
Health	OUTPATIENT REHAB SERVICES
Health	PEDIATRICS
Health	PHYSICAL THERAPY
Health	PHYSICAL THERAPY
Health	PHYSICIAN
Health	PODIATRY
Health	PRIVATE DUTY NURSES
Health	PRIVATE DUTY NURSING SERVICE
Health	PYSICIAN RECRUITERS
Health	RETIREMENT VILLAGE
Health	SKILLED NURSING CARE
Health	SKILLED NURSING CARE
Health	SPORTS MEDICAL & THERAPY
Health	SURGERY & GENERAL DENTISTRY
Health	TREAT ADULTS W/PHYSICAL DISABI

Q3.What proportion of your product or service is sold?

Q3 Portion sold in St Louis	Mean	SD	N	Pct.
For Entire Sample	59.16	40.03	371	84.5%

Group

1=Advanced manufacturing	39.89	37.36	151	40.7%
2=Information technology	65.90	38.12	160	43.1%
3=Healthcare	89.68	23.78	60	16.2%

Q3.What proportion of your product or service is sold?

Q3 Portion sold outside region in the US	Mean	SD	N	Pct.
For Entire Sample	36.96	36.67	371	84.5%

Group

1=Advanced manufacturing	53.07	34.39	151	40.7%
2=Information technology	31.76	35.51	160	43.1%
3=Healthcare	10.27	23.77	60	16.2%

Q3.What proportion of your product or service is sold?

Q3-Portion sold outside the US	Mean	SD	N	Pct.
For Entire Sample	3.88	10.36	371	84.5%

Group

1=Advanced manufacturing	7.03	13.15	151	40.7%
2=Information technology	2.34	8.31	160	43.1%
3=Healthcare	0.05	0.22	60	16.2%

Q4. What proportion of your goods or materials are supplied

<u>Q4 Portion of materials in St Louis</u>	<u>Mean</u>	<u>SD</u>	<u>N</u>	<u>Pct.</u>
For Entire Sample	53.25	37.78	347	74.9%

Group

1=Advanced manufacturing	43.22	32.64	146	42.1%
2=Information technology	52.99	40.22	149	42.9%
3=Healthcare	82.17	28.65	52	15.0%

Q4. What proportion of your goods or materials are supplied

<u>Q4 Materials outside region in the US</u>	<u>Mean</u>	<u>SD</u>	<u>N</u>	<u>Pct.</u>
For Entire Sample	42.58	35.50	347	74.9%

Group

1=Advanced manufacturing	51.67	30.98	146	42.1%
2=Information technology	42.31	37.78	149	42.9%
3=Healthcare	17.83	28.65	52	15.0%

Q4. What proportion of your goods or materials are supplied

<u>Q4-Materials outside the US</u>	<u>Mean</u>	<u>SD</u>	<u>N</u>	<u>Pct.</u>
For Entire Sample	4.17	13.27	347	74.9%

Group

1=Advanced manufacturing	5.11	12.30	146	42.1%
2=Information technology	4.70	16.01	149	42.9%
3=Healthcare	0.00	0.00	52	15.0%

Q5. During the past year, have your sales:

N=405

	Group			Total
	Advanced	Information	Healthcare	
	manufacturin g 1	technology 2	3	

Q5 Have your sales

1=Increased sharp	18.2%	11.2%	9.2%	13.8%
2=Increased modest	37.1%	34.1%	40.0%	36.3%
3=About the same	27.1%	36.5%	35.4%	32.3%
4=Declined modest	8.2%	12.9%	7.7%	10.1%
5=Declined sharply	5.3%	2.9%	0.0%	3.5%
9=Don't know	4.1%	2.4%	7.7%	4.0%

Q6. How would you rate YOUR COMPANY'S financial health/profitability?

N=405

	Group			Total
	Advanced	Information	Healthcare	
	manufacturin g 1	technology 2	3	

Q6 Company's financial health

1=Excellent	18.8%	24.1%	20.0%	21.2%
2=Very good	27.1%	23.5%	36.9%	27.2%
3=Good	27.1%	28.8%	29.2%	28.1%
4=Fair	12.4%	18.2%	0.0%	12.8%
5=Poor	6.5%	2.4%	0.0%	3.7%
9=Don't know	8.2%	2.9%	13.8%	6.9%

Q7. What are the expectations for your company's sales growth in the coming year?

N=405

Group			Total
Advanced manufacturin g 1	Information technology 2	Healthcare 3	

Q7 Coming year growth expectations

1=Grow strongly	18.8%	25.9%	20.0%	22.0%
2=Grow modestly	47.6%	48.2%	49.2%	48.1%
3=Stay about same	20.0%	20.6%	24.6%	21.0%
4=Decline modestly	1.8%	2.9%	0.0%	2.0%
5=Decline sharply	2.4%	0.6%	0.0%	1.2%
9=Don't know	9.4%	1.8%	6.2%	5.7%

8. What are the expectations for your company's growth over the next five years?

N=405

Group			Total
Advanced manufacturin g 1	Information technology 2	Healthcare 3	

Q8 Next five year growth expectations

1=Grow strongly	15.9%	34.1%	21.5%	24.4%
2=Grow modestly	50.6%	43.5%	44.6%	46.7%
3=Stay about same	7.6%	5.3%	10.8%	7.2%
4=Decline modestly	1.8%	3.5%	0.0%	2.2%
5=Decline sharply	2.4%	1.2%	0.0%	1.5%
9=Don't know	21.8%	12.4%	23.1%	18.0%

Q9. How would rate the financial health/profitability of your company's INDUSTRY?

N=405

	Group			Total
	Advanced manufacturin g	Information technology	Healthcare	
	1	2	3	

Q9 Financial health of industry

1=Excellent	6.5%	10.6%	12.3%	9.1%
2=Very good	11.2%	22.9%	18.5%	17.3%
3=Good	39.4%	31.8%	33.8%	35.3%
4=Fair	21.2%	23.5%	24.6%	22.7%
5=Poor	10.0%	2.9%	1.5%	5.7%
9=Don't know	11.8%	8.2%	9.2%	9.9%

Q10. Which ONE of the following do you see as your company's greatest challenge to continued growth for your company? (Check One)

N=405

N=405	Group			Total
	Advanced manufacturin g	Information technology	Healthcare	
	1	2	3	
<u>Q10 Challenge to growth for company</u>				
01=Adequate fac	2.9%	3.5%	4.6%	3.5%
02=Access to cap	10.6%	14.1%	9.2%	11.9%
03=Qualified labor	25.9%	31.8%	26.2%	28.4%
04=Government reg	8.2%	6.5%	26.2%	10.4%
05=Slow research	1.2%	0.6%	0.0%	0.7%
06=Lack technology	3.5%	2.4%	0.0%	2.5%
07=Lack local sup	1.2%	2.4%	0.0%	1.5%
08=Inadequate tran	0.0%	1.2%	1.5%	0.7%
09=Other	31.8%	29.4%	24.6%	29.6%
10=Don't know	12.9%	5.3%	7.7%	8.9%
99=No response	1.8%	2.9%	0.0%	2.0%

Q10 Other

group description	Q10 Other
AdManf	AVAILABILITY OF STEEL
AdManf	CASH FLOW-COLLECTIONS
AdManf	COMPETITION & DECLINE IN MARKET
AdManf	COMPETITION W/GLOBAL MARKETPLACE
AdManf	COST OF RAW MATERIALS
AdManf	COST OF RAW MATERIALS-STEEL
AdManf	COST OF STEEL
AdManf	ECONOMY
AdManf	ECONOMY
AdManf	ECONOMY
AdManf	FINDING NEW CUSTOMERS
AdManf	FINDING NEW CUSTOMERS & MARKETS
AdManf	FOREIGN COMPETITION
AdManf	FOREIGN COMPETITION
AdManf	FOREIGN COMPETITION
AdManf	FOREIGN COMPETITION
AdManf	FOREIGN COMPETITION
AdManf	FOREIGN COMPETITION
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AdManf	FOREIGN COMPETITION
AdManf	FOREIGN COMPETITION
AdManf	FOREIGN COMPETITION
AdManf	FOREIGN COMPETITION
AdManf	FOREIGN COMPETITION
AdManf	FOREIGN COMPETITION & REGULATION
AdManf	FOREIGN PRODUCTION & FINSHED PRODUC
AdManf	GETTING BUSINESS
AdManf	GLOBAL ECONOMY
AdManf	HEALTH INSURANCE/WORKERS COMP
AdManf	HEALTHCARE
AdManf	INCREASE IN SALES
AdManf	INCREASE OF RAW MATERIAL COST
AdManf	INDUSTRY MOVING TO CHINA
AdManf	INTERNATIONAL COMPETITION

Q10 Other

group description	Q10 Other
AdManf	KEEPING UP WITH TECHNOLOGY
AdManf	KEEPING UP WITH WAGE COST SPIRAL
AdManf	LACK OF MATERIALS
AdManf	LACK OF SALES
AdManf	LACK OF WORK/CUSTOMERS
AdManf	LONG TERM TRENDS OF TOOLING MARKET
AdManf	MAKING MORE PROFIT ON CAPITAL
AdManf	MANAGEMENT
AdManf	OUTSOURCING TO CHINA FOR CASTINGS
AdManf	OUTSOURCING TO OTHER COUNTRIES
AdManf	PRICE POINT/COMPETITION
AdManf	PURCHASE HEALTH INSURANCE
AdManf	PURCHASE PRICES & REGULATION
AdManf	RISING COST OF MATERIALS
AdManf	STEEL INDUSTRY
InfoTech	AVAILABLE WORK
InfoTech	BUSINESS DEVELOPMENT
InfoTech	CLIENTELLE
InfoTech	COMPETITION
InfoTech	COMPETITION
InfoTech	COMPETITION
InfoTech	COMPETITION
InfoTech	COMPETITION FROM BIGGER COMPANIES
InfoTech	COMPETITION WITHIN THE INDUSTRY
InfoTech	CONSIDERING RETIRING
InfoTech	CONTRACTS NOT RENEWED
InfoTech	DEMAND FOR SERVICE
InfoTech	ECONOMY
InfoTech	ECONOMY
InfoTech	ECONOMY
InfoTech	ECONOMY
InfoTech	ECONOMY
InfoTech	ECONOMY OF REGION
InfoTech	EMPLOYEES-NUMBER
InfoTech	FAST TECHNOLOGICAL ADVANCES
InfoTech	FINANCIAL SITUATIONS OF CLIENTS
InfoTech	GENERAL STATE OF ECONOMY
InfoTech	GIANT VENDORS

Q10 Other

group description	Q10 Other
InfoTech	HIGH COST OF MKTG & EMPLOYEE BENEFIT
InfoTech	INDUSTRY AS A WHOLE
InfoTech	LACK OF DEMAND FOR SERVICES
InfoTech	MORE ADVERTISING
InfoTech	NATL & INTL COMPETITION
InfoTech	NEED MORE CLIENTS
InfoTech	NEED MORE SALES EFFORT
InfoTech	NEED STRONG CONSTRUCTION BUS
InfoTech	NEEDS MORE BUSINESS
InfoTech	NEW CLIENTS
InfoTech	OTHER COMPANIES BUDGETS
InfoTech	OUTSOURCING
InfoTech	OUTSOURCING BY BUSINESSES
InfoTech	OUTSOURCING TO INDIA
InfoTech	PARTNERSHIP
InfoTech	PERSONAL PREFERENCE
InfoTech	POSSIBLE CLOSING OF SCOTT AFB
InfoTech	PRICING COMPETITION
InfoTech	RAPID CHANGE OF TECHNOLOGY
InfoTech	RELIANCE ON PHONE COMPANY
InfoTech	SELLABLE GOODS
InfoTech	SEMI-RETIREMENT
InfoTech	SPECIFIC CLIENTS
InfoTech	SPECIFIC PLAN FOR COMPANY
InfoTech	TECH ADVANCES ARE TOO FAST
InfoTech	TOO MANY BOMBS OVERSEAS
Health	COMPETITION
Health	COMPETITION
Health	COMPETITION
Health	GOOD EMPLOYEES
Health	GOVERNMENT FUNDING
Health	INSURANCE
Health	INSURANCE
Health	INSURANCE COMPANIES
Health	INSURANCE COMPANIES
Health	INSURANCE COMPANIES
Health	INSURANCE INDUSTRY
Health	INSURANCE REIMBURSEMENT

Q10 Other

group description	Q10 Other
Health	MALPRACTICE INSURANCE
Health	MANAGED CARE
Health	NOT TAKING NEW PATIENTS
Health	REFERRALS

Q11.How many employees does your company CURRENTLY employ in the St. Louis metropolitan area? (advanced manufacturing)

Q11 How many employees currently employ

Maximum = 26000

Median = 30

Valid Cases = 169

Missing Cases = 1

Response Percent = 99.4%

Q11.How many employees does your company CURRENTLY employ in the St. Louis metropolitan area? (information technology)

Q11 How many employees currently employ

Maximum = 500

Median = 6

Valid Cases = 168

Missing Cases = 2

Response Percent = 98.8%

Q11.How many employees does your company CURRENTLY employ in the St. Louis metropolitan area? (healthcare)

Q11 How many employees currently employ

Maximum = 8500

Median = 28.50

Valid Cases = 64

Missing Cases = 1

Response Percent = 98.5%

Q12. How many employees did your company employ in the St. Louis area one year ago? (advanced manufacturing)

Q12 One year ago-employees

Maximum = 25814

Median = 30

Valid Cases = 167

Missing Cases = 3

Response Percent = 98.2%

Q12. How many employees did your company employ in the St. Louis area one year ago? (information technology)

Q12 One year ago-employees

Maximum = 450

Median = 5

Valid Cases = 167

Missing Cases = 3

Response Percent = 98.2%

Q12. How many employees did your company employ in the St. Louis area one year ago? (healthcare)

Q12 One year ago-employees

Maximum = 8500

Median = 30

Valid Cases = 62

Missing Cases = 3

Response Percent = 95.4%

Q13. How many employees do you think your company will employ in the St. Louis area one year from now? (advanced manufacturing)

Q13 Year from now employees

Maximum = 25900

Median = 32

Valid Cases = 155

Missing Cases = 15

Response Percent = 91.2%

Q13. How many employees do you think your company will employ in the St. Louis area one year from now? (information technology)

Q13 Year from now employees

Maximum = 1000

Median = 8

Valid Cases = 157

Missing Cases = 13

Response Percent = 92.4%

Q13. How many employees do you think your company will employ in the St. Louis area one year from now? (healthcare)

Q13 Year from now employees

Maximum = 8500

Median = 26

Valid Cases = 61

Missing Cases = 4

Response Percent = 93.8%

Q14. How many employees do you think your company will employ in the St. Louis area five years from now? (advanced manufacturing)

Q14 Five years from now employees

Maximum = 26900

Median = 38

Valid Cases = 79

Missing Cases = 91

Response Percent = 46.5%

Q14. How many employees do you think your company will employ in the St. Louis area five years from now? (information technology)

Q14 Five years from now employees

Maximum = 440

Median = 12

Valid Cases = 99

Missing Cases = 71

Response Percent = 58.2%

Q14. How many employees do you think your company will employ in the St. Louis area five years from now? (healthcare)

Q14 Five years from now employees

Maximum = 9500

Median = 70

Valid Cases = 16

Missing Cases = 49

Response Percent = 24.6%

Q15. How does your company currently recruit employees? (Check all that apply.)

N=405

N=405	Group			Total
	Advanced	Information	Healthcare	
	manufacturin	technology		
	g			
	1	2	3	
<u>Q15 How currently recruit employees</u>				
01=Newspaper	60.6%	25.9%	86.2%	50.1%
02=Employment agency	32.4%	10.0%	27.7%	22.2%
03=Job fairs	11.2%	5.9%	33.8%	12.6%
04=High schools	12.9%	4.1%	7.7%	8.4%
05=Recruiters	20.0%	10.6%	12.3%	14.8%
06=State empl agency	18.8%	3.5%	7.7%	10.6%
07=Colleges/univer	25.3%	17.1%	41.5%	24.4%
08=Trade publicat	11.2%	4.1%	3.1%	6.9%
09=In house promo	15.9%	14.1%	49.2%	20.5%
10=Referral/word	67.1%	61.2%	84.6%	67.4%
11=Internet	38.2%	30.0%	56.9%	37.8%
12=Other	19.4%	15.9%	4.6%	15.6%
99=No response	1.8%	14.7%	1.5%	7.2%

Q15 other

group description	Q15 Other
AdManf	CORP HQ ACCEPTS ONLY ELECTRONI
AdManf	GO THROUGH UNION
AdManf	IN-HOUSE RECRUITER
AdManf	LETTERS
AdManf	LOCAL JOURNALS FOR HIGH SKILLS
AdManf	LOCAL TECH SCHOOLS
AdManf	NEED TO KNOW SOMEONE TO WORK H
AdManf	PATTERN MAKERS UNION
AdManf	POST ONLINE HERE
AdManf	POSTING ON BOARD-WALK INS
AdManf	SIGN OUT FRONT
AdManf	TECH SCHOOLS
AdManf	TECH SCHOOLS
AdManf	TEMP SERVICES
AdManf	TEMP SERVICES
AdManf	THROUGH UNION
AdManf	TRADE SCHOOLS
AdManf	TRADE SCHOOLS
AdManf	UNION
AdManf	UNION
AdManf	UNION
AdManf	UNION CONTRACTORS
AdManf	UNION HALL
AdManf	VO-TECH SCHOOLS
AdManf	VO-TECH SCHOOLS
AdManf	VO-TECH SCHOOLS
AdManf	WALK INS
AdManf	WALK INS
AdManf	WALK INS
AdManf	WALK INS
AdManf	WALK INS
AdManf	WORK-TO-HIRE PROGRAM
InfoTech	CO HAS OWN RECRUITING TEAM
InfoTech	COLD CALLING & NETWORKING
InfoTech	DO OWN NETWORKING
InfoTech	FAMILY BUSINESS
InfoTech	FAMILY MEMBERS
InfoTech	GOES THROUGH CORPORATE HR DEPT

Q15 other

group description	Q15 Other
InfoTech	HAVE OWN CORPORATE RECRUITERS
InfoTech	HIRING ARRANG
InfoTech	INTERNS
InfoTech	ITT INSTITUTE
InfoTech	PHONE BOOK
InfoTech	PORTFOLIOS
InfoTech	RADIO
InfoTech	REFERRALS FROM CUSTOMERS
InfoTech	SIGN ON DOOR
InfoTech	SUBMITTED RESUMES
InfoTech	TECH COLLEGES
InfoTech	TECH SCHOOLS
InfoTech	TEMP HELP AGENCIES
InfoTech	UNION
InfoTech	UNION EMPLOYEES
InfoTech	VO-TECH
InfoTech	VOCATIONAL SCHOOLS
InfoTech	WALK-INS
InfoTech	WALK-INS
InfoTech	WALK-INS
InfoTech	WEB SITE
Health	EMPLOYEE REFERRALS
Health	FAMILIES OF PEOPLE RESIDING
Health	MEDICAL SCHOOLS

Q16a. Does your organization employ persons in any of the following occupations [ADVANCED MANUFACTURING]?

<u>Q16a Employ in Advanced Manufacturing</u>	<u>Number</u>	<u>Percent</u>
14 = Machine program	110	64.0 %
11 = Quality assurance	109	63.4 %
08 = Industrial mech	105	61.0 %
12 = CAD design	100	58.1 %
04 = Eng manager	96	55.8 %
03 = Computer-contr	92	53.5 %
06 = Computer system	58	33.7 %
10 = Process tech	55	32.0 %
05 = Industrial eng	47	27.3 %
13 = Process control	44	25.6 %
15 = Electrical eng	44	25.6 %
02 = Logistics	43	25.0 %
07 = Industrial proc	26	15.1 %
01 = Environ eng	24	14.0 %
09 = Chemical process	21	12.2 %
99 = No response	1	0.6 %
Total	975	

Number of Cases = 172

Number of Responses = 975

Average Number Of Responses Per Case = 5.7

Number Of Cases With At Least One Response = 159

Response Percent = 92.4 %

Q16a. Does your organization employ persons in any of the following occupations [INFORMATION TECHNOLOGY]?

Q16a-Employ in Information Technology	Number	Percent
9 = Support specialist	85	48.9 %
6 = Network admin	79	45.4 %
8 = Comp programmer	77	44.3 %
2 = Applications	73	42.0 %
4 = Database admin	73	42.0 %
1 = Network analyst	69	39.7 %
5 = Systems analyst	65	37.4 %
7 = Computer manager	61	35.1 %
3 = Systems software	60	34.5 %
0 = No response	45	25.9 %
Total	687	

Number of Cases = 174

Number of Responses = 687

Average Number Of Responses Per Case = 3.9

Number Of Cases With At Least One Response = 171

Response Percent = 98.3 %

Q16a. Does your organization employ persons in any of the following occupations [HEALTHCARE]?

Q16a Employ in Health Care	Number	Percent
17 = Doctors	46	69.7 %
14 = Registered nurse	42	63.6 %
04 = Medical records	34	51.5 %
16 = LPN	32	48.5 %
18 = CNA	32	48.5 %
06 = Physical therapist	31	47.0 %
07 = Occupational the	27	40.9 %
01 = Medical asst	26	39.4 %
11 = Pharmacist	21	31.8 %
12 = Pharmacy tech	20	30.3 %
08 = Respiratory ther	19	28.8 %
15 = Radiologic tech	18	27.3 %
13 = Surgical tech	17	25.8 %
09 = Cardio tech	15	22.7 %
05 = Dental hygienist	14	21.2 %
02 = Physician asst	14	21.2 %
10 = EMT/paramedic	12	18.2 %
03 = Home health aide	8	12.1 %
Total	428	

Number of Cases = 66

Number of Responses = 428

Average Number Of Responses Per Case = 6.5

Number Of Cases With At Least One Response = 60

Response Percent = 90.9 %

16b.Are there any other high growth or key occupations that are essential to the success of your company? [Some said "NONE"]

group description	Q16b Other essential key occupations
AdManf	ALL
AdManf	ALL
AdManf	APPLICATIONS ENGINEERS
AdManf	ARCHITECTURAL
AdManf	BELT TECHNICIANS
AdManf	C&C OPERATORS
AdManf	CAD DESIGN COMPUTER DRAFTING
AdManf	CHEMICAL
AdManf	CHEMICAL ENGINEER
AdManf	CHEMICAL ENGINEERS
AdManf	CHEMISTS
AdManf	CHEMISTS
AdManf	CIVIL ENGINEER
AdManf	CNC OPERATORS
AdManf	COMPUTER ANALYST
AdManf	COMPUTER DESIGN
AdManf	CONTROLLED ENGINEERS
AdManf	CUSTOMER BASE GROWTH
AdManf	DIE SHARPENERS
AdManf	ELECTRONIC ENGINEER
AdManf	ENGINEERING
AdManf	ENGINEERS
AdManf	FINANCIAL PEOPLE
AdManf	GENERAL MANAGEMENT
AdManf	GENERAL SKILLED LABOR
AdManf	GRAPHIC DESIGNERS
AdManf	HI GRADE REPAIR TECHNICIANS
AdManf	MANAGEMENT
AdManf	MARKETING
AdManf	MARKETING
AdManf	MATERIAL SUPPLIERS
AdManf	MECHANICAL ENGINEER
AdManf	OPERATION MANAGER
AdManf	PHARMACEUTICAL
AdManf	PHARMACISTS
AdManf	PRODUCT MANAGER
AdManf	PRODUCTION PLANT & SALES

16b.Are there any other high growth or key occupations that are essential to the success of your company?

group description	Q16b Other essential key occupations	Q16b 2nd
AdManf	ALL	---
AdManf	ALL	---
AdManf	APPLICATIONS ENGINEERS	---
AdManf	ARCHITECTURAL	SHEET METAL
AdManf	BELT TECHNICIANS	---
AdManf	C&C OPERATORS	---
AdManf	CAD DESIGN COMPUTER DRAFTING	---
AdManf	CHEMICAL	RESEARCH
AdManf	CHEMICAL ENGINEER	---
AdManf	CHEMICAL ENGINEERS	---
AdManf	CHEMISTS	CHEMICAL ENGINEERS
AdManf	CHEMISTS	TECHNICAL SALES PEOPLE
AdManf	CIVIL ENGINEER	---
AdManf	CNC OPERATORS	PROGRAMMERS
AdManf	COMPUTER ANALYST	---
AdManf	COMPUTER DESIGN	---
AdManf	CONTROLLED ENGINEERS	---
AdManf	CUSTOMER BASE GROWTH	---
AdManf	DIE SHARPENERS	---
AdManf	ELECTRONIC ENGINEER	---
AdManf	ENGINEERING	---
AdManf	ENGINEERS	---
AdManf	FINANCIAL PEOPLE	---
AdManf	GENERAL MANAGEMENT	---
AdManf	GENERAL SKILLED LABOR	---
AdManf	GRAPHIC DESIGNERS	---
AdManf	HI GRADE REPAIR TECHNICIANS	PEOPLE WHO KNOW OUR PROCESSES
AdManf	MANAGEMENT	---
AdManf	MARKETING	PRODUCT MANAGERS
AdManf	MARKETING	---
AdManf	MATERIAL SUPPLIERS	---
AdManf	MECHANICAL ENGINEER	---
AdManf	OPERATION MANAGER	DIRECTOR OF MANUFACTURING
AdManf	PHARMACEUTICAL	---
AdManf	PHARMACISTS	---
AdManf	PRODUCT MANAGER	MARKETING MANAGER
AdManf	PRODUCTION PLANT & SALES	---
AdManf	PROGRAMMING	CAD
AdManf	PROJECT MANAGERS	---
AdManf	QUALIFIED STEEL DRAFTSMEN	---
AdManf	QUALITY ASSURANCE	---
AdManf	QUALITY CONTROL	MECHANICS
AdManf	RAILROAD INDUSTRY	---
AdManf	REGIONAL SALES MANAGER	---
AdManf	SALES	---

16b.Are there any other high growth or key occupations that are essential to the success of your company?

group description	Q16b Other essential key occupations	Q16b 2nd
AdManf	SALES	---
AdManf	SALES	---
AdManf	SALES	---
AdManf	SALES	---
AdManf	SALES	---
AdManf	SALES	MANAGEMENT
AdManf	SALES	---
AdManf	SALES	---
AdManf	SALES & MARKETING	---
AdManf	SALES PEOPLE	WAREHOUSE HELP
AdManf	SALES PEOPLE	---
AdManf	SALES REPRESENTATIVES	---
AdManf	SALES REPRESENTATIVES	---
AdManf	SALES STAFF	---
AdManf	SCIENTISTS	---
AdManf	SOFTWARE ENGINEERS	---
AdManf	SR MANAGEMENT	TECHNICAL CUSTOMER SUPPORT
AdManf	TECHNICIANS	---
AdManf	TOOL DESIGNER	---
AdManf	TOOL MAKERS	---
AdManf	WELDERS	---
AdManf	WELDERS	ASSEMBLY WORK
AdManf	WELDERS	---
InfoTech	ACCOUNTING	HUMAN RESOURCES
InfoTech	ALL	---
InfoTech	ALL OF THEM	---
InfoTech	ANALYSTS	---
InfoTech	APPLICATIONS DEVELOPER	---
InfoTech	BUSINESS CONSULTANTS	---
InfoTech	CERTIFIED EMPLOYEE ASST PROFES	---
InfoTech	COMPUTER SYSTEMS	CUSTOMER SERVICE SKILLS
InfoTech	COMPUTER TECHNICIANS	---
InfoTech	CONSTRUCTION BUSINESS	---
InfoTech	CUSTOMER SUPPORT	---
InfoTech	DESIGNERS	---
InfoTech	DESIGNERS	PROGRAMMERS
InfoTech	ELECTRONICS ENGINEERING	---
InfoTech	ENTERPRISE ARCHITECTURE & DESI	---
InfoTech	EXECUTIVE MANAGEMENT	SALES & MARKETING
InfoTech	FINANCE SKILLS	---
InfoTech	GRAPHIC ARTIST	MULTI-MEDIA PROGRAMMER
InfoTech	GRAPHIC DESIGNER	---
InfoTech	GRAPHIC DESIGNER	---
InfoTech	GRAPHIC DESIGNER	---
InfoTech	GRAPHICS DESIGNER	---

16b.Are there any other high growth or key occupations that are essential to the success of your company?

group description	Q16b Other essential key occupations	Q16b 2nd
InfoTech	HANDS ON FIELD SPECIALIST	TECHNICIANS
InfoTech	HARDWARE & FACILITIES W/A+ CER	---
InfoTech	HIGH TECH SOFTWARE DEVELOPMENT	---
InfoTech	INDUSTRIAL ENGINEERS	---
InfoTech	INFORMED OF NEW PRINTING TECH	---
InfoTech	INTERNET	MICROSOFT
InfoTech	MARKET FORECASTER	---
InfoTech	MARKETING	---
InfoTech	MARKETING	ACCOUNTING
InfoTech	NETWORK & DATA SECURITY	FIELD SUPPORT
InfoTech	NETWORK ADMINISTRATOR	---
InfoTech	NETWORK ENGINEER	---
InfoTech	NETWORK PEOPLE	---
InfoTech	NO	---
InfoTech	NO	---
InfoTech	POWER CLIMBERS	---
InfoTech	PROGRAMMERS	---
InfoTech	PROGRAMMERS	---
InfoTech	QUALIFIED EXPERIENCED SALES	---
InfoTech	REPAIR TECHNICIAN	---
InfoTech	REPAIR TECHNICIANS	SALES
InfoTech	RESIDENTIAL SERVICES	INFO TECH
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	ENGINEERING
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	EDITORIAL WRITERS
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	MARKETING
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES & MARKETING PEOPLE	---
InfoTech	SALES & SALES MANAGEMENT	WEB SITE ADMINISTRATOR
InfoTech	SALES PEOPLE	---
InfoTech	SALES PERSONNEL	---

16b.Are there any other high growth or key occupations that are essential to the success of your company?

group description	Q16b Other essential key occupations	Q16b 2nd
InfoTech	SALESPeOPLE WITH TECHNOLOGY	---
InfoTech	SELLING	ADMINISTRATIVE STAFF
InfoTech	SERVICE INDUSTRY	---
InfoTech	SERVICE TECHNICIANS	SALES GROUP
InfoTech	SPECIFIC TECHNICAL SKILLS	DATA WAREHOUSING
InfoTech	SUPPORT STAFF	---
InfoTech	TAX ACCOUNTING SOFTWARE	COMPUTER TECHNICAL KNOWLEDGE
InfoTech	TECHNICAL & REPAIR SUPPORT	---
InfoTech	TECHNICAL SERVICE	---
InfoTech	TECHNICIANS	---
InfoTech	TECHNICIANS	---
InfoTech	TECHNOLOGY ENGINEERING	---
InfoTech	WEB DEVELOPER	---
InfoTech	WEB DEVELOPER	---
InfoTech	WEB MASTER	WEB SECURITY
InfoTech	WEBSITE DESIGN	---
InfoTech	WELDER	---
InfoTech	WIRE TECHNICIAN	---
InfoTech	WIRELESS NETWORKING	---
Health	ADMINISTRATION PERSONNEL	---
Health	ADMINISTRATIVE PROFESSIONALS	---
Health	BILLING SPECIALIST	PATIENT ACCOUNT SPECIALIST
Health	BUSINESS MANAGER	---
Health	CATHETERIZATION LAB PERSONNEL	---
Health	DENTAL ASSISTANT	---
Health	DENTAL ASSISTANTS	---
Health	DENTAL ASSISTANTS	---
Health	DENTAL LAB TECHNICIANS	---
Health	DENTAL LABS	---
Health	DENTISTS	---
Health	DIETARY PERSONNEL	---
Health	DOCTORS	---
Health	INFORMATION TECHNOLOGY	---
Health	MAINTENANCE FOR HI TECH MACHIN	CLERICAL
Health	MARKETING	FINANCE
Health	MASSAGE THERAPIST	---
Health	MEDICAL CODERS	---
Health	MEDICAL CODERS	---
Health	MEDICAL TECH	RESPIRATORY THERAPIST
Health	MEDICINE TECNICIAN	---
Health	MRI TECHNICIANS	ULTRA SOUND TECHNICIANS
Health	MRI TECHNICIANS	ULTRA SOUND TECHNICIANS
Health	NURSE PRACTITIONER	---
Health	NURSES	CARDIOLOGICAL TECHNICIAN
Health	OPTOMETRY TECHNICIAN	---

16b.Are there any other high growth or key occupations that are essential to the success of your company?

group description	Q16b Other essential key occupations	Q16b 2nd
Health	PHLEBOTIMIST LAB TECHNICIANS	LAB TECHNICIANS
Health	PHYSICIANS	---
Health	PRACTICE MANAGER	---
Health	RADIATION TECH	ECHO TECH
Health	RADIATION THERAPIST	---
Health	RECEPTIONIST	---
Health	REGISTERED NURSING	PHARMACISTS
Health	RESIDENT SERVICE DIRECTOR	---
Health	SALES PERSONNEL	---
Health	SPEECH THERAPIST	---
Health	SPEECH THERAPIST	---
Health	TRAINED NURSES	TRAINED DOCTORS

Q17. Of the occupations I just read, which TWO have you had the most difficulty finding qualified applicants? [Some said "NONE"]

group description	Q17 Most difficult to find qualified app	Q17 2nd
AdManf	C&C MACHINE OPERATOR	---
AdManf	C&C MACHINE OPERATORS	QUALITY ASSURANCE TECH
AdManf	CAD	ELECTRICAL ENGINEER
AdManf	CAD DESIGN PROGRAMMERS	CAD DESIGN OPERATORS
AdManf	CAD DESIGN PROGRAMMERS/OPERATO	---
AdManf	CAD DESIGN PROGRAMMERS/OPERATO	---
AdManf	CAD DESIGN PROGRAMMERS/OPERATO	---
AdManf	CAD PROGRAMMERS	MACHINES-TOOL/DIE
AdManf	CAD PROGRAMMERS/OPERATORS	MACHINIST-MAINTENANCE
AdManf	CAD PROGRAMMERS/OPERATORS	ELECTRICAL ENGINEERS
AdManf	CERTIFIED WELDER	---
AdManf	CHEMICAL PROCESS TECHNICIAN	CHEMICAL TECHNICIAN
AdManf	CHEMICAL PROCESS TECHNICIAN	CHEMICAL TECHNICIAN
AdManf	COMPUTER CONTROLLED MACHINE OP	---
AdManf	COMPUTER CONTROLLED MACHINE OP	MACHINISTS
AdManf	COMPUTER-CONTROLLED MACHINE OP	MACHINISTS
AdManf	COMPUTER-CONTROLLED MACHINE OP	MACHINISTS
AdManf	COMPUTER-CONTROLLED MACHINE OP	MACHINISTS
AdManf	COMPUTER-CONTROLLED MACHINE OP	MACHINIST
AdManf	COMPUTER-CONTROLLED MACHINE OP	MACHINISTS
AdManf	COMPUTER-CONTROLLED MACHINE OP	MACHINISTS
AdManf	COMPUTER-CONTROLLED MACHINE OP	CAD DESIGN PROGRAMMERS/OPERATO
AdManf	COMPUTER-CONTROLLED MACHINE OP	MACHINISTS
AdManf	COMPUTER-CONTROLLED MACHINE OP	MACHINE PROGRAMMERS/OPERATORS
AdManf	COMPUTER-CONTROLLED MACHINE OP	MACHINE PROGRAMMERS/OPERATORS
AdManf	COMPUTER-CONTROLLED MACHINE OP	---
AdManf	COMPUTER-CONTROLLED MACHINE OP	QUALITY ASSURANCE TECHNICIANS
AdManf	COMPUTER-CONTROLLED MACHINE OP	ELECTRICAL ENGINEER
AdManf	COMPUTER-CONTROLLED MACHINE OP	MACHINISTS
AdManf	ELECTRICAL ENGINEER	MECHANICAL ENGINEER
AdManf	ELECTRICAL ENGINEER	ENGINEER MANAGER
AdManf	ELECTRICAL ENGINEER	MACHINE PROGRAMMERS/OPERATORS
AdManf	ELECTRICAL ENGINEER	---
AdManf	ELECTRICAL ENGINEER	PROCESS CONTROL TECHNICIANS
AdManf	ELECTRICAL ENGINEERS	---
AdManf	ELECTRICAL ENGINEERS	MECHANICAL ENGINEERS
AdManf	ELECTRICAL ENGINEERS	---
AdManf	ELECTRONIC ENGINEERS	MACHINE OPERATORS/PROGRAMMERS
AdManf	ENGINEER	MACHINE OPERATORS
AdManf	ENGINEERING	COMPUTER SYSTEM
AdManf	ENGINEERING MANAGER	ELECTRICAL ENGINEER
AdManf	ENGINEERS	---
AdManf	ENVIRONMENTAL ENGINEER	PROCESS ENGINEER
AdManf	ENVIRONMENTAL ENGINEERING TECH	---
AdManf	ENVIRONMENTAL ENGINEERING TECH	---

Q17. Of the occupations I just read, which TWO have you had the most difficulty finding qualified applicants? [Some said "NONE"]

group description	Q17 Most difficult to find qualified app	Q17 2nd
AdManf	ENVIRONMENTAL ENGINEERING TECH	---
AdManf	FABRICATOR	WELDER
AdManf	INDUSTRIAL ENGINEER	MANUFACTURING ENGINEER
AdManf	INDUSTRIAL ENGINEERS	TECHNICIAN
AdManf	INDUSTRIAL ENGINEERS	---
AdManf	INDUSTRIAL MACHINE MECHANIC	C&C MACHINE OPERATORS/MACHINIS
AdManf	INDUSTRIAL MACHINERY MECHANIC	CAD DESIGN PROGRAMMERS/OPERATO
AdManf	INDUSTRIAL MACHINERY MECHANIC	OUTSIDE SALES
AdManf	INDUSTRIAL MACHINERY MECHANIC	WELDER
AdManf	INDUSTRIAL MACHINERY MECHANIC	---
AdManf	INDUSTRIAL MACHINERY MECHANIC	MAINTENANCE
AdManf	INDUSTRIAL MACHINERY MECHANIC	MAINTENANCE
AdManf	INDUSTRIAL MACHINERY MECHANIC	MAINTENANCE
AdManf	INDUSTRIAL PROCESS MGR/TECH	INDUSTIAL MACHINERY MECHANIC
AdManf	INDUSTRIAL PROCESS MGR/TECH	INDUSTRIAL MACHINERY MECHANIC
AdManf	LOGISTICS/SUPPLY CHAIN SPECIAL	---
AdManf	MACHINE MECHANICS	QUALITY CONTROL
AdManf	MACHINE OPERATOR	CAD DESIGN
AdManf	MACHINE OPERATOR	---
AdManf	MACHINE OPERATORS	---
AdManf	MACHINE OPERATORS	WELDERS
AdManf	MACHINE OPERATORS	---
AdManf	MACHINE OPERATORS	---
AdManf	MACHINE OPERATORS/MACHINISTS	MACHINE PROGRAMMERS
AdManf	MACHINE OPERATORS/PROGRAMMERS	INDUSTRIAL MACHINERY MECHANICS
AdManf	MACHINE PROGRAMMERS	MACHINE OPERATORS
AdManf	MACHINE PROGRAMMERS	MACHINE OPERATORS
AdManf	MACHINE PROGRAMMERS/OPERATORS	COMPUTER CONTROLLED MACHINE OP
AdManf	MACHINE PROGRAMMERS/OPERATORS	COMPUTER CONTROL MACHINE OPERA
AdManf	MACHINE PROGRAMMERS/OPERATORS	INDUSTRIAL MACHINERY MECHANICS
AdManf	MACHINE PROGRAMMERS/OPERATORS	---
AdManf	MACHINE PROGRAMMERS/OPERATORS	---
AdManf	MACHINE PROGRAMMERS/OPERATORS	---
AdManf	MACHINIST	C&C MACHINE OPERATOR
AdManf	MACHINIST	---
AdManf	MAINTENANCE MACHINIST	---
AdManf	OPERATOR	MAINTENANCE
AdManf	PROCESS MANAGERS	---
AdManf	PROCESS TECHNICIANS	CAD DESIGN PROGRAMMMERS/OPERAT
AdManf	PROCESS TECHNICIANS	PROCESS MANAGERS
AdManf	PROCESS TECHNICIANS	---
AdManf	PROCESS TECHNICIANS/MANAGERS	QUALITY ASSURANCE TECHNICIANS
AdManf	QUALITY ASSURANCE TECH	INDUSTRIAL MACHINE MECHANICS
AdManf	QUALITY ASSURANCE TECHNICIANS	COMPUTER CONTROLLED MACHINE OP
AdManf	QUALITY ASSURANCE TECHNICIANS	---

Q17. Of the occupations I just read, which TWO have you had the most difficulty finding qualified applicants? [Some said "NONE"]

group description	Q17 Most difficult to find qualified app	Q17 2nd
AdManf	QUALITY ASSURANCE TECHNICIANS	---
AdManf	QUALITY ASSURANCE TECHNICIANS	MACHINE PROGRAMMERS/OPERATORS
AdManf	RN	RAD TECHS
InfoTech	ALL	---
InfoTech	ANALYSTS	PROGRAMMERS
InfoTech	COMPUTER & INFO SYSTEM MANAGER	COMPUTER PROGRAMMER
InfoTech	COMPUTER ANALYST	BUSINESS ANALYST
InfoTech	COMPUTER PROGRAMMER	NETWORK ADMINISTRATOR
InfoTech	COMPUTER PROGRAMMER	---
InfoTech	COMPUTER PROGRAMMER	COMPUTER SUPPORT SPECIALIST
InfoTech	COMPUTER PROGRAMMER	COMPUTER SUPPORT SPECIALIST
InfoTech	COMPUTER PROGRAMMER	---
InfoTech	COMPUTER PROGRAMMER	---
InfoTech	COMPUTER PROGRAMMER	COMPUTER SOFTWARE ENGINEERS
InfoTech	COMPUTER PROGRAMMER	---
InfoTech	COMPUTER PROGRAMMERS	---
InfoTech	COMPUTER PROGRAMMERS	---
InfoTech	COMPUTER SOFTWARE ENGINEERS	SYSTEMS SOFTWARE
InfoTech	COMPUTER SOFTWARE ENGINEERS	SYSTEMS SOFTWARE
InfoTech	COMPUTER SUPPORT SPEC	---
InfoTech	COMPUTER SUPPORT SPECIALIST	---
InfoTech	COMPUTER SUPPORT SPECIALIST	COMPUTER & INFO SYSTEM MANAGER
InfoTech	COMPUTER SUPPORT SPECIALIST	---
InfoTech	COMPUTER SUPPORT SPECIALIST	COMPUTER SYSTEM INTEGRATORS
InfoTech	COMPUTER SUPPORT SPECIALISTS	---
InfoTech	COMPUTER SYSTEMS ADMINISTRATOR	---
InfoTech	COMPUTER SYSTEMS ANALYST	COMPUTER & INFORMATION MANAGER
InfoTech	COMPUTER SYSTEMS ANALYST	COMPUTER PROGRAMMER
InfoTech	DATABASE ADMINISTRATOR	SOFTWARE ENGINEER-APPLICATIONS
InfoTech	DATABASE ADMINISTRATOR	NETWORK ADMINISTRATOR
InfoTech	DATABASE ADMINISTRATOR	SYSTEMS SOFTWARE ENGINEERS
InfoTech	DESIGNERS	---
InfoTech	GRAPHICS DESIGNER	---
InfoTech	INDUSTRIAL ENGINEERS	---
InfoTech	INSTALLERS	---
InfoTech	INSTALLERS	---
InfoTech	MARKET FORECASTER	---
InfoTech	MULTI-MEDIA PROGRAMMER	---
InfoTech	NETWORK & COMPUTER SYS ADMIN	TECHNICIANS
InfoTech	NETWORK & SYSTEM ADMINISTRATOR	DATABASE ADMINISTRATOR
InfoTech	NETWORK & SYSTEMS ADMINISTRATO	COMPUTER SUPPORT SPECIALIST
InfoTech	NETWORK & SYSTEMS ADMINISTRATO	COMPUTER SYSTEMS ANALYST
InfoTech	NETWORK ADMINISTRATOR	COMPUTER SUPPORT SPECIALIST
InfoTech	NETWORK ADMINISTRATOR	SYSTEMS ADMINISTRATOR
InfoTech	NETWORK ADMINISTRATOR	COMPUTER SYSTEMS ADMINISTRATOR

Q17. Of the occupations I just read, which TWO have you had the most difficulty finding qualified applicants? [Some said "NONE"]

group description	Q17 Most difficult to find qualified app	Q17 2nd
InfoTech	NETWORK ADMINISTRATOR	COMPUTER SYSTEMS ADMINISTRATOR
InfoTech	NETWORK SYSTEM ANALYST	DATA COMM ANALYST
InfoTech	PROGRAM MANAGER	COMPUTER SYSTEMS ANALYST
InfoTech	PROGRAMMER	---
InfoTech	PROGRAMMER	---
InfoTech	PROGRAMMER	---
InfoTech	PROGRAMMERS	SOFTWARE ENGINEERS
InfoTech	PROGRAMMERS	---
InfoTech	PROGRAMMERS	---
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES & MARKETING PEOPLE	---
InfoTech	SALES REP	---
InfoTech	SERVICE TECHNICIANS	---
InfoTech	SERVICE TECHNICIANS	---
InfoTech	SKILLED EXPERIENCED TECHNICIAN	---
InfoTech	SOFTWARE DESIGNER	---
InfoTech	SOFTWARE DEVELOPER	---
InfoTech	SOFTWARE ENGINEERS	---
InfoTech	SOFTWARE ENGINEERS/APPLICATION	COMPUTER PROGRAMMER
InfoTech	SYSTEMS SOFTWARE	---
InfoTech	TECHNICIANS	---
InfoTech	TECHNICIANS	---
InfoTech	TECHNICIANS	---
InfoTech	TECHNICIANS	---
InfoTech	WEBSITE DESIGN	---
Health	ALL	---
Health	CASE MANAGERS	---
Health	CATHETERIZATION LAB PERSONNEL	RADIOLOGIC TECHNICIAN
Health	CNA	MAINTENANCE PERSONNEL
Health	CNA	---
Health	CNA	LPN
Health	CNA	---
Health	CNA	RN
Health	DENTAL ASSISTANTS	---
Health	DENTAL ASSISTANTS	---
Health	DENTAL HYGIENIST/ASSISTANTS	DENTIST
Health	DENTISTS	---
Health	LAB TECHNICIANS	---
Health	LPN	RN
Health	LPN	---

Q17. Of the occupations I just read, which TWO have you had the most difficulty finding qualified applicants? [Some said "NONE"]

group description	Q17 Most difficult to find qualified app	Q17 2nd
Health	LPN	RN
Health	LPN	RN
Health	MEDICAL ASSISTANT	---
Health	MEDICAL ASSISTANT	---
Health	MEDICAL ASSISTANTS	RECEPTIONIST
Health	MRI TECHNICIANS	ULTRA SOUND TECHNICIANS
Health	MRI TECHNICIANS	ULTRA SOUND TECHNICIANS
Health	NURSE AIDES	---
Health	PHYSICAL THERAPIST	RN
Health	PHYSICAL THERAPISTS	---
Health	PSC	---
Health	RADIATION THERAPIST	DOSIMETRIST
Health	RECEPTIONIST	---
Health	REGISTERED NURSES	PHARMACIST
Health	REGISTERED NURSES	RADIOLOGY TECHNICIAN
Health	REGISTERED NURSES	---
Health	RESPIRATORY THERAPIST	PHARMACIST
Health	RN	---
Health	RN	RAD TECHS
Health	RN	LPN
Health	RNA	RADIOLOGIC TECHNOLOGIST
Health	SALES ASSOC	---
Health	SOCIAL WORKERS	---
Health	SOCIAL WORKERS	---
Health	SURGICAL TECHNOLOGIST	---

Q18a.What occupation(s) is most important to your company's operation?

group description	Q18a What occupation is most important	Q18a 2nd
AdManf	ALL	---
AdManf	ALL	---
AdManf	ALL	---
AdManf	ALL	---
AdManf	ALL	---
AdManf	ALL	---
AdManf	ALL	---
AdManf	ALL	---
AdManf	ALL	---
AdManf	ALL	---
AdManf	ALL INTEGRATED	---
AdManf	ALL INTEGRATED	---
AdManf	ASSEMBLERS	---
AdManf	ASSEMBLERS	---
AdManf	C&C MACHINE OPERATORS	---
AdManf	C&C OPERATORS	---
AdManf	C&C OPERATORS ON FLOOR	---
AdManf	CAD DESIGN PROGRAMMERS/OPERATO	---
AdManf	CAD DESIGN PROGRAMMERS/OPERATO	---
AdManf	CAD DESIGN PROGRAMMERS/OPERATO	---
AdManf	CAD DESIGN PROGRAMMERS/OPERATO	ELECTRICAL ENGINEER
AdManf	CAD DESIGN PROGRAMMERS/OPERATO	---
AdManf	CAD DESIGN PROGRAMMERS/OPERATO	---
AdManf	CAD MANAGERS	PROJECT MANAGERS
AdManf	CHEMICAL OPERATOR	---
AdManf	CHEMICAL PROCESS ENGINEERS	PROGRAMMERS
AdManf	CHEMICAL PROCESS TECHNICIAN	CHEMICAL TECHNICIAN
AdManf	CHEMICAL PROCESS TECHNICIAN	CHEMICAL TECHNICIAN
AdManf	CHEMICAL PROCESS TECHNICIAN	CHEMICAL TECHNICIAN
AdManf	CHEMISTS	CHEMICAL ENGINEERS
AdManf	CNC OPERATORS	PROGRAMMERS
AdManf	COMPUTER-CONTROLLED MACHINE OP	MACHINISTS
AdManf	COMPUTER-CONTROLLED MACHINE OP	MACHINISTS
AdManf	COMPUTER-CONTROLLED MACHINE OP	INDUSTRIAL MACHINERY MECHANICS
AdManf	COMPUTER-CONTROLLED MACHINE OP	ENGINEERING MANAGER
AdManf	COMPUTER-CONTROLLED MACHINE OP	MACHINE PROGRAMMERS/OPERATORS
AdManf	COMPUTER PROGRAMMERS	---
AdManf	CUSTOMER SERVICE TECHNICIANS	---
AdManf	DRIVERS	---
AdManf	DRIVERS	---
AdManf	ELECTRIC MOTOR MECHANIC	---
AdManf	ELECTRICAL ENGINEER	TECHNICAL SALES PEOPLE
AdManf	ELECTRICAL ENGINEER	---
AdManf	ELECTRICAL ENGINEER	---
AdManf	ELECTRICAL ENGINEER	MACHINE PROGRAMMERS/OPERATORS
AdManf	ELECTRICAL ENGINEER	ENGINEERING MANAGER

Q18a.What occupation(s) is most important to your company's operation?

group description	Q18a What occupation is most important	Q18a 2nd
AdManf	ELECTRICAL ENGINEERS	---
AdManf	ELECTRONIC ENGINEERS	---
AdManf	EMPLOYEES WITH STRONG BACKS	---
AdManf	ENGINEERING	---
AdManf	ENGINEERING	---
AdManf	ENGINEERING	SALES
AdManf	ENGINEERING MANAGER	---
AdManf	ENGINEERING MANAGER	ELECTRICAL ENGINEER
AdManf	ENGINEERING MANAGER	ELECTRICAL ENGINEER
AdManf	ENGINEERING MANAGERS	---
AdManf	ENGINEERING MGR	CONTROLLER
AdManf	ENGINEERS	---
AdManf	ENGINEERS	---
AdManf	ENVIRONMENTAL ENGINEERING TECH	INDUSTRIAL PROCESS MANAGER
AdManf	ESTIMATORS	---
AdManf	FABRICATORS	---
AdManf	FLOOR PRODUCTION WORKERS	---
AdManf	GENERAL LABOR	---
AdManf	GOOD LABOR PEOPLE	---
AdManf	INDUSTRIAL MACHINERY MECHANIC	MAINTENANCE
AdManf	INSPECTOR OF INCOMING WORK	---
AdManf	INSTALLERS	---
AdManf	JOURNEYMEN SHEET METAL	---
AdManf	LATHE OPERATORS	---
AdManf	LOGISTICS/SUPPLY CHAIN SPECIAL	---
AdManf	LOGISTICS/SUPPLY CHAIN SPECIAL	MACHINE PROGRAMMERS/OPERATORS
AdManf	MACHINE OPERATORS	---
AdManf	MACHINE OPERATORS	---
AdManf	MACHINE OPERATORS	---
AdManf	MACHINE OPERATORS	---
AdManf	MACHINE OPERATORS	MANAGERS
AdManf	MACHINE OPERATORS	---
AdManf	MACHINE PROGRAMMERS	---
AdManf	MACHINE PROGRAMMERS	MACHINE OPERATORS
AdManf	MACHINE PROGRAMMERS	MACHINE OPERATORS
AdManf	MACHINE PROGRAMMERS	MACHINE OPERATORS
AdManf	MACHINE PROGRAMMERS	MACHINE OPERATORS
AdManf	MACHINE PROGRAMMERS/OPERATORS	---
AdManf	MACHINE PROGRAMMERS/OPERATORS	ELECTRICAL ENGINEER
AdManf	MACHINE PROGRAMMERS/OPERATORS	---
AdManf	MACHINE PROGRAMMERS/OPERATORS	ENGINEERING MANAGER
AdManf	MACHINE PROGRAMMERS/OPERATORS	---
AdManf	MACHINE PROGRAMMERS/OPERATORS	---
AdManf	MACHINE PROGRAMMERS/OPERATORS	---
AdManf	MACHINE PROGRAMMERS/OPERATORS	---
AdManf	MACHINERY MAINTENANCE	---
AdManf	MACHINIST	---

Q18a.What occupation(s) is most important to your company's operation?

group description	Q18a What occupation is most important	Q18a 2nd
AdManf	MACHINIST	---
AdManf	MACHINIST	---
AdManf	MACHINIST	---
AdManf	MACHINIST	WELDING
AdManf	MACHINISTS	---
AdManf	MACHINISTS	SALES PEOPLE
AdManf	MANAGEMENT	---
AdManf	MANAGEMENT	---
AdManf	MANUFACTURING MANAGER IN FIELD	---
AdManf	MARKETING	---
AdManf	MECHANIC & ELECTRICAL MAINTENA	---
AdManf	MECHANIC ENGINEERS	WELDERS
AdManf	MOLDING MACHINE OPERATORS	---
AdManf	OPERATOR	MAINTENANCE
AdManf	OPERATORS	---
AdManf	PART OF A TEAM	---
AdManf	PEOPLE WHO BUILD MACHINERY	---
AdManf	PLANT MANAGER	---
AdManf	PLANT MANAGER	---
AdManf	PLANT MANAGER	---
AdManf	PRESIDENT	SECRETARIAL ASST & STAFF
AdManf	PROCESS CONTROL TECHNICIANS	CHEMICAL PROCESS TECHNICIANS
AdManf	PROCESS MANAGERS	---
AdManf	PROCESSORS	---
AdManf	PRODUCT TECHNICIAN	---
AdManf	PRODUCTION	---
AdManf	PRODUCTION	ENGINEERING
AdManf	PRODUCTION MANAGER	---
AdManf	PROGRAMMER	---
AdManf	PROGRAMMERS	---
AdManf	QUALIFIED FOUNDRY-MOLDERS	---
AdManf	QUALITY ASSURANCE TECHNICIANS	---
AdManf	QUALITY ASSURANCE TECHNICIANS	ENGINEERING MANAGER
AdManf	QUALITY CONTROL	MECHANICS
AdManf	QUALITY CONTROL	---
AdManf	RN	PHYSICIANS
AdManf	SALES	---
AdManf	SALES	ENGINEERS
AdManf	SALES	---
AdManf	SALES	---
AdManf	SALES	---
AdManf	SALES	---
AdManf	SALES	---
AdManf	SALES	---
AdManf	SALES MANAGER	---

Q18a.What occupation(s) is most important to your company's operation?

group description	Q18a What occupation is most important	Q18a 2nd
AdManf	SALES REPRESENTATIVES	---
AdManf	SAW OPERATOR	---
AdManf	SCULPTERS	---
AdManf	SEMI-SKILLED LABOR	---
AdManf	SERVICE TECHNICIANS	---
AdManf	SERVICE TECHNICIANS	SALES PEOPLE
AdManf	SHEET METAL INSTALLERS	---
AdManf	SHEET METAL OPERATORS	---
AdManf	SHEET METAL WORKERS	---
AdManf	SHOP FABRICATORS	DRAFTSMEN
AdManf	SKILLED LABOR	---
AdManf	SKILLED MACHINISTS	---
AdManf	TECHNICAL PEOPLE	---
AdManf	TOOL & DIE MAKER	---
AdManf	TOOL & DIE MAKER	---
AdManf	TOOL & DIE MAKERS/OPERATORS	OFFICE MANAGER
AdManf	WELDERS	ASSEMBLY WORK
AdManf	WELDERS	---
AdManf	WELDERS	---
AdManf	WELDERS	---
AdManf	WELDING	---
AdManf	WELDING	---
AdManf	WELDING	---
InfoTech	ABILITY & WILLINGNESS TO WORK	---
InfoTech	ADMINISTRATORS	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL	---
InfoTech	ALL ENGINEERS	---
InfoTech	ALL OF THEM	---
InfoTech	ALL OF THEM	---
InfoTech	ANALYSTS	SALES

Q18a.What occupation(s) is most important to your company's operation?

group description	Q18a What occupation is most important	Q18a 2nd
InfoTech	AUDIO-VISUAL TECHNICIAN	---
InfoTech	AUTHORS	---
InfoTech	BUSINESS-COMPUTER PROGRAMMER	---
InfoTech	COMMUNICATION TECHNICIANS	TECHNOLOGY ENGINEERS
InfoTech	COMMUNICATIONS SPECIALIST	---
InfoTech	COMPUTER ARTIST	---
InfoTech	COMPUTER BASICS	---
InfoTech	COMPUTER HARDWARE EXPERIENCE	---
InfoTech	COMPUTER MANAGER	INFORMATION SYSTEMS MANAGER
InfoTech	COMPUTER PROGRAMMER	COMPUTER SUPPORT SPECIALIST
InfoTech	COMPUTER PROGRAMMER	COMPUTER SOFTWARE ENGINEERS
InfoTech	COMPUTER PROGRAMMER	NETWORK ENGINEER
InfoTech	COMPUTER PROGRAMMERS	---
InfoTech	COMPUTER PROGRAMMERS	---
InfoTech	COMPUTER PROGRAMMERS	---
InfoTech	COMPUTER SOFTWARE	ACCOUNTANT
InfoTech	COMPUTER SOFTWARE ENG-APPLICAT	---
InfoTech	COMPUTER SOFTWARE ENGINEER	SYSTEMS SOFTWARE
InfoTech	COMPUTER SOFTWARE ENGINEERS	---
InfoTech	COMPUTER SOFTWARE ENGINEERS	SYSTEM SOFTWARE
InfoTech	COMPUTER SOFTWARE ENGINEERS	---
InfoTech	COMPUTER SUPPORT SPECIALIST	---
InfoTech	COMPUTER SUPPORT SPECIALIST	COMPUTER & INFO SYSTEM MANAGER
InfoTech	COMPUTER SUPPORT SPECIALISTS	DATABASE ADMINISTRATOR
InfoTech	COMPUTER SUPPORT SPECIALISTS	---
InfoTech	COMPUTER SUPPORT SPECIALISTS	ON SITE NETWORKING TECH
InfoTech	COMPUTER SYSTEM PROGRAMMER	---
InfoTech	COMPUTER SYSTEMS ANALYST	---
InfoTech	COMPUTER SYSTEMS DESIGN	COMPUTER SYSTEMS ANALYST
InfoTech	CONSULTANT	---
InfoTech	CREATIVE DESIGNERS	---
InfoTech	DATA RECOVERY EXPERIENCE	---
InfoTech	DATABASE ADMIN	PROGRAMMER
InfoTech	DATABASE ADMINISTRATOR	---
InfoTech	DESIGNERS	---
InfoTech	DIVERSIFIED TECHNICIANS	---
InfoTech	ELECTRONIC TECHNICIANS	---
InfoTech	EQUIPMENT INSTALLERS	---
InfoTech	FIELD LEADERSHIP IN OPERATIONS	FIELD LEADERSHIP IN SALES
InfoTech	FIELD SUPPORT	SECURITY
InfoTech	GRAPHIC DESIGNER	---
InfoTech	GRAPHIC DESIGNER	---
InfoTech	GRAPHIC DESIGNER	---
InfoTech	GRAPHICS DESIGNER	---
InfoTech	HARDWARE ENGINEERS	---
InfoTech	INFO TECH PEOPLE	---

Q18a.What occupation(s) is most important to your company's operation?

group description	Q18a What occupation is most important	Q18a 2nd
InfoTech	INSTALLERS	---
InfoTech	INSURANCE INDUSTRIAL EXPERTS	---
InfoTech	JOB SUPPORT	---
InfoTech	LOAN OFFICERS	---
InfoTech	MANUFACTURERS OF COMPUTER PART	DISTRIBUTORS OF COMPUTER PARTS
InfoTech	MARKETING SPECIALIST	---
InfoTech	NETWORK ADMINISTRATION	---
InfoTech	NETWORK ADMINISTRATOR	SALES PERSONNEL
InfoTech	NETWORK ADMINISTRATOR	SYSTEMS ADMINISTRATOR
InfoTech	NETWORK ENGINEER	---
InfoTech	NETWORK SYSTEM ANALYST	DATA COMM ANALYST
InfoTech	NETWORK SYSTEM ANALYST	COMPUTER SOFTWARE ENGINEERS
InfoTech	NETWORK SYSTEMS ADMINISTRATION	---
InfoTech	NETWORK SYSTEMS ADMINISTRATOR	COMPUTER SYTEMS ADMINISTRATOR
InfoTech	OPERATORS	---
InfoTech	PROGRAMMER	DEVELOPER
InfoTech	PROGRAMMER	---
InfoTech	PROGRAMMER	---
InfoTech	PROGRAMMER	---
InfoTech	PROGRAMMER	---
InfoTech	PROGRAMMER	---
InfoTech	PROGRAMMER	---
InfoTech	PROGRAMMERS	---
InfoTech	PROGRAMMERS	ANALYSTS
InfoTech	PROGRAMMERS	---
InfoTech	PROGRAMMERS	SUPPORT SPECIALISTS
InfoTech	PROGRAMMERS	---
InfoTech	PROGRAMMERS	---
InfoTech	PROGRAMMERS	---
InfoTech	PROGRAMMERS	---
InfoTech	PROGRAMMING	---
InfoTech	RECRUITERS	---
InfoTech	REPAIR TECHNICIAN	---
InfoTech	SALES	---
InfoTech	SALES	ENGINEERING
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	---

Q18a.What occupation(s) is most important to your company's operation?

group description	Q18a What occupation is most important	Q18a 2nd
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES	PURCHASING
InfoTech	SALES	---
InfoTech	SALES	---
InfoTech	SALES & MARKETING PEOPLE	---
InfoTech	SALES ASSOCIATES	---
InfoTech	SALES MANAGER	TECHNICIAN
InfoTech	SALES PEOPLE	---
InfoTech	SALES PERSONNEL	---
InfoTech	SALES PERSONNEL	EDITORIAL WRITERS
InfoTech	SALES PERSONNEL	---
InfoTech	SALES PERSONNEL	---
InfoTech	SALES REP	---
InfoTech	SALES REPRESENTATIVE	---
InfoTech	SALES STAFF	---
InfoTech	SALES SUPPORT	---
InfoTech	SALESPERSON	---
InfoTech	SERVICE TECHNICIANS	---
InfoTech	SERVICE TECHNICIANS	---
InfoTech	SERVICE TECHNICIANS	---
InfoTech	SOFTWARE DESIGNER	---
InfoTech	SOFTWARE DEVELOPER	C++
InfoTech	SOFTWARE DEVELOPER	---
InfoTech	SOFTWARE SYSTEMS ENGINEERS	---
InfoTech	SUPPORT SPECIALIST	---
InfoTech	SYSTEMS SOFTWARE ENGINEERS	---
InfoTech	TECH SUPPORT	---
InfoTech	TECHNICAL	---
InfoTech	TECHNICAL SKILLS	---
InfoTech	TECHNICAL TRAINING	---
InfoTech	TECHNICAL WRITERS	PROGRAM MANAGER
InfoTech	TECHNICIAN	---
InfoTech	TECHNICIAN	---
InfoTech	TECHNICIAN	---
InfoTech	TECHNICIAN	SALES
InfoTech	TECHNICIAN	---
InfoTech	TECHNICIANS	---
InfoTech	TECHNICIANS	---
InfoTech	TECHNICIANS	SALES
InfoTech	TECHNICIANS	---
InfoTech	TELEPHONE TECHNICIANS	DATA SPECIALISTS
InfoTech	WEB DEVELOPER	---
Health	ALL	---

Q18a.What occupation(s) is most important to your company's operation?

group description	Q18a What occupation is most important	Q18a 2nd
Health	ALL	---
Health	ALL	---
Health	ALL	---
Health	ALL	---
Health	AUDITORS	---
Health	CHIROPRACTORS	MASSAGE THERAPISTS
Health	CNA	---
Health	CNA	---
Health	CNA	SOCIAL WORKER
Health	DENTAL ASSISTANTS	HYGIENISTS
Health	DENTAL HYGIENIST	DENTIST
Health	DENTAL HYGIENIST	DENTISTS
Health	DENTISTS	---
Health	DENTISTS	DENTAL HYGIENIST
Health	DIRECT SUPPORT STAFF	---
Health	DOCTOR	DENTAL ASSISTANTS
Health	DOCTOR	BILLING DEPT
Health	DOCTORS	NURSES
Health	DOCTORS	NURSES
Health	DOCTORS	PHYSICAL THERAPISTS
Health	DOCTORS	---
Health	DOCTORS	DENTAL ASSISTANTS
Health	DOCTORS	---
Health	DOCTORS	REGISTERED NURSES
Health	DOCTORS	RN
Health	DOCTORS	---
Health	DOCTORS	REGISTERED NURSES
Health	DOCTORS	LPN
Health	LAB TECHNICIANS	---
Health	LPN	CNA
Health	LPN	RN
Health	MEDICAL ASSISTANT	MEDICAL RECORDS
Health	MEDICAL ASSISTANT	EMERGENCY MEDICAL TECH/PARAMED
Health	MEDICAL ASSISTANT	REGISTERED NURSE
Health	MEDICAL RECORDS	PHYSICAL THERAPIST
Health	MEDICAL RECORDS	PHYSICAL THERAPIST
Health	MEDICAL RECORDS	REGISTERED NURSE
Health	NURSE AIDES	---
Health	NURSES	---
Health	NURSES	---
Health	NURSING	---
Health	NURSING STAFF	---
Health	OPTOMETRIST	OPTOMETRY TECHNICIAN
Health	OPTOMOTRIST	SALES ASSOC
Health	PHYSICAL THERAPISTS	PSC

Q18a.What occupation(s) is most important to your company's operation?

group description	Q18a What occupation is most important	Q18a 2nd
Health	PHYSICAL THERAPISTS	OCCUPATIONAL THERAPISTS
Health	PHYSICAL THERAPISTS	---
Health	PHYSICIAN	---
Health	PHYSICIANS	NURSES
Health	PHYSICIANS	---
Health	RECRUITERS	---
Health	REGISTERED NURSES	---
Health	REGISTERED NURSES	PHARMACIST
Health	REGISTERED NURSES	PHARMACIST
Health	REHAB THERAPISTS	---
Health	RN	LPN
Health	RN	CNA
Health	RN	---
Health	SALES PERSONNEL	---
Health	SPEECH THERAPIST	---

Question 18 (3rd and 4th important occupations)

group description	Q18a 3rd	Q18a 4th
AdManf	CHEMICAL TECHNICIAN	---
AdManf	ENVIRONMENTAL ENGINEERING TECH	---
AdManf	INDUSTRIAL ENGINEERING TECH	---
AdManf	INDUSTRIAL PROCESS TECHNICIAN	---
AdManf	MACHINISTS	---
AdManf	SUPPORT STAFF	---
AdManf	WELDERS	---
InfoTech	APPLICATIONS	---
InfoTech	APPLICATIONS SPEC	---
InfoTech	COMPUTE PROGRAMMER	---
InfoTech	COMPUTER SYSTEMS ANALYST	NETWORK ADMINISTRATOR
InfoTech	SYSTEMS ADMINISTRATORS	---
Health	CARDIOVASCULAR TECHNOLOGIST	DOCTORS
Health	DENTAL ASSISTANT	RECEPTIONIST
Health	DENTISTS	---
Health	DOCTORS	---
Health	DOCTORS	---
Health	HOMEMAKERS	---
Health	LPN	---
Health	OCCUPATIONAL THERAPIST	RESPIRATORY THERAPIST
Health	OFFICE MANAGER	---
Health	REGISTERED NURSE	DOCTORS
Health	REGISTERED NURSE	DOCTORS
Health	RN	PHARMACIST

Q18b. How many have you hired in the last 12 months

Median = 1

Valid Cases = 376

Missing Cases = 29

Response Percent = 92.8%

Q18c. How many do anticipate hiring in one (1) year

Median = 1

Valid Cases = 344

Missing Cases = 61

Response Percent = 84.9%

18d. How many do anticipate hiring in five (5) years?

Median = 3

Valid Cases = 179

Missing Cases = 226

Response Percent = 44.2%

Q19. How much difficulty have you had hiring individuals for the occupation(s) that are most important to your operation?

N=405

	Group			Total
	Advanced manufacturing	Information technology	Healthcare	
	1	2	3	

Q19 How difficult to hire

1=No difficulty	24.1%	36.5%	23.1%	29.1%
2=Some difficulty	48.8%	30.6%	58.5%	42.7%
3=Great difficulty	23.5%	24.1%	18.5%	23.0%
9=Don't know	3.5%	8.8%	0.0%	5.2%

Q20. How much difficulties have you had finding qualified applicants for the key occupation(s) noted above?

N=405

	Group			Total
	Advanced manufacturing	Information technology	Healthcare	
	1	2	3	

Q20 How difficult to find qualified appl

1=No difficulty	22.9%	32.9%	21.5%	26.9%
2=Some difficulty	48.2%	31.8%	58.5%	43.0%
3=Great difficulty	24.1%	22.4%	18.5%	22.5%
9=Don't know	4.7%	12.9%	1.5%	7.7%

Q21. How have the skills and experience of applicants compared with job requirements?

N=405

	Group			Total
	Advanced	Information		
	manufacturing	technology	Healthcare	
	g			
	1	2	3	

Q21 How have skills compared to requirem

1=Very well	6.5%	17.6%	10.8%	11.9%
2=Well	22.9%	20.0%	47.7%	25.7%
3=Somewhat	49.4%	32.4%	33.8%	39.8%
4=Very little	12.4%	14.7%	3.1%	11.9%
5=Not at all	2.4%	2.4%	0.0%	2.0%
9=Don't know	6.5%	12.9%	4.6%	8.9%

Q22a. What have been the deficiencies or shortcomings of recent applicants?

N=405

	Group			Total
	Advanced manufacturin g	Information technology	Healthcare	
	1	2	3	

Q22a Deficiencies of recent applicants

01=Poor work ethic	34.7%	18.2%	35.4%	27.9%
02=Comm skills	15.9%	21.2%	24.6%	19.5%
03=Basic math skill	12.4%	5.3%	6.2%	8.4%
04=Writing skills	7.6%	14.1%	12.3%	11.1%
05=Technical skills	31.2%	21.8%	15.4%	24.7%
06=Understanding	7.6%	2.9%	1.5%	4.7%
07=Lack computer	8.2%	10.0%	9.2%	9.1%
08=Positive attitude	10.0%	11.2%	29.2%	13.6%
09=Customer service	2.9%	20.6%	35.4%	15.6%
10=General knowledge	19.4%	22.9%	21.5%	21.2%
11=Other	17.6%	15.3%	7.7%	15.1%
00=None	8.8%	10.6%	13.8%	10.4%
99=Don't know	8.2%	20.0%	9.2%	13.3%

Q22b. What new or additional technical skills would you like to see in applicants today?

group description	Q22b New technical skills today	Q22b 2nd
AdManf	ABILITY TO READ METRIC	---
AdManf	ABILITY TO SOLVE PROBLEMS	---
AdManf	ABLE TO READ & ADD	TECHNICAL/MECHANICAL KNOWLEDGE
AdManf	BASIC COMPUTER SKILLS	---
AdManf	BASIC MACHINE SHOP SKILLS	---
AdManf	BASIC MACHINERY SKILLS	---
AdManf	BASIC READING WRITING MATH	---
AdManf	BASIC TECHNICAL SKILLS	---
AdManf	BASIC VERBAL & MATH SKILLS	---
AdManf	BETTER COMMUNICATION SKILLS	---
AdManf	BETTER COMMUNICATION SKILLS	---
AdManf	BETTER COMPUTER DESIGN EXPERIE	DESIGNS MORE ADAPTABLE
AdManf	BETTER COMPUTER SKILLS	SAFETY TRAINING
AdManf	BETTER COMPUTER SKILLS	CAD DESIGN
AdManf	BETTER COMPUTER TRAINING	---
AdManf	BETTER DIAGNOSTIC COMPUTER KNO	---
AdManf	BETTER KNOWLEDGE OF WELDING	BETTER KNOWLEDGE OF SHEET META
AdManf	BETTER MATH	---
AdManf	BETTER MATH SKILLS	---
AdManf	BETTER MATH SKILLS	---
AdManf	BETTER MATH SKILLS	---
AdManf	BETTER MEASUREMENT SKILLS	---
AdManf	BETTER PEOPLE SKILLS	---
AdManf	BETTER PROGRAMMING OF MACHINES	---
AdManf	BETTER RESEARCH OF CO IN REGIO	---
AdManf	BETTER TECHNICAL BACKGROUND	---
AdManf	BETTER TECHNICAL SKILLS	---
AdManf	BLEUPRINT READING	---
AdManf	CNC PROGRAMMERS	---
AdManf	COMPUTER ANALYSIS	---
AdManf	COMPUTER KNOWLEDGE	---
AdManf	COMPUTER LITERACY	---
AdManf	COMPUTER LITERATE	---
AdManf	COMPUTER PROGRAMMING	BETTER WORK ETHIC & SKILLS
AdManf	COMPUTER SKILLS	BETTER COMMON SENSE
AdManf	COMPUTER SKILLS	---
AdManf	CORE KNOWLEDGE IN BASIC MACHIN	---
AdManf	COST CONTROL PRODUCTION	---
AdManf	DESIRE TO ACHIEVE	LAB EQUIP & COMPUTER SKILLS
AdManf	DESIRE TO WORK	---
AdManf	DESIRE TO WORK	---
AdManf	EDUCATION	---
AdManf	EDUCATIONAL KNOWLEDGE	DIRECT 1ST LINE MGR KNOWLEDGE
AdManf	ELECTRONIC TECHNICAL KNOWLEDGE	---
AdManf	ENGINEERING	MANAGEMENT

AdManf

EXPERIENCE IN LEAN OPERATIONS

WORKING BETTER AS A TEAM

Q22b. What new or additional technical skills would you like to see in applicants today?

group description	Q22b New technical skills today	Q22b 2nd
AdManf	EXPERIENCE W/COMPRESSORS MACHI	TROUBLESHOOTING ELECTRICAL COM
AdManf	EXPERIENCED TOOL & DIE	ELECTRICAL KNOWLEDGE FOR MAINT
AdManf	GET ALONG BETTER WITH OTHERS	---
AdManf	GOOD MATH APTITUDE	---
AdManf	GOOD SOLID GRAMMAR/WRITING	---
AdManf	GOOD WORK ETHICS	---
AdManf	GOOD WORK ETHICS	---
AdManf	HIGHER COMPUTER SKILLS	HIGHER MATH SKILLS
AdManf	INCREASED TECH/COMPUTER SKILLS	---
AdManf	KNOW THE MACHINES BETTER	KNOW HOW TO SHARPEN DIES
AdManf	KNOWING THE MACHINIST TRADE	---
AdManf	KNOWLEDGE OF OVERALL CONSTRUCT	---
AdManf	KNOWLEDGE OF SAP COMPUTER SYST	---
AdManf	MATH	HARD SCIENCES
AdManf	MATH SKILLS	---
AdManf	METAL & SAND KNOWLEDGE	KNOW MORE ABOUT PATTERNS
AdManf	METALLURGICAL KNOWLEDGE	INCREASED TRIGONOMETRY SKILLS
AdManf	MORE CAD EXPERIENCE	---
AdManf	MORE COMPUTER PROCESS SKILLS	---
AdManf	MORE COMPUTER SKILLS	---
AdManf	MORE COMPUTER SKILLS	MORE INTERPERSONAL SKILLS
AdManf	MORE COMPUTER SKILLS	---
AdManf	MORE COMPUTER SKILLS	C&C MACHINE
AdManf	MORE COMPUTER SKILLS	---
AdManf	MORE EDUCATION	MORE EXPERIENCE
AdManf	MORE ELECTRICAL KNOWLEDGE	---
AdManf	MORE ENGINEERING SKILLS	---
AdManf	MORE EXPERIENCE IN OUR FIELD	---
AdManf	MORE EXPERIENCE W/NEW EQUIPMEN	---
AdManf	MORE FUNDAMENTAL BASICS	MORE AMBITION/WORK ETHIC
AdManf	MORE HIGHLY SKILLED WORKFORCE	---
AdManf	MORE INDUSTRIAL ENG SKILLS	---
AdManf	MORE MATH SKILLS	ELEMENTARY PHYSICS
AdManf	MORE MATH SKILLS	---
AdManf	MORE RISK-TAKER SKILLS	BETTER DEVELOPED CHARACTER
AdManf	MORE SERIOUS WORK ETHIC	---
AdManf	MORE TECHNICAL SKILLS IN C&C M	---
AdManf	MOTIVATED EMPLOYEES	---
AdManf	NONE	---
AdManf	NONE	---
AdManf	NONE	---
AdManf	NONE	---
AdManf	NONE	---
AdManf	NONE	---

AdManf

NONE

Q22b. What new or additional technical skills would you like to see in applicants today?

group description	Q22b New technical skills today	Q22b 2nd
AdManf	NONE	---
AdManf	NONE	---
AdManf	NONE	---
AdManf	NONE	---
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AdManf	NONE	---
AdManf	NONE	---
AdManf	NONE	---
AdManf	PATIENCE	---
AdManf	PERSONAL ETHICS	COMMUNICATION SKILLS
AdManf	PROGRAMMING SKILLS	---
AdManf	SAFETY & ENVIRONMENTAL PRACTIC	---
AdManf	SETTING UP WORK PIECES IN MACH	---
AdManf	SOLID MATH BACKGROUND	---

AdManf

SPECIFIC COMPUTER KNOWLEDGE

CAD DESIGN KNOWLEDGE

Q22b. What new or additional technical skills would you like to see in applicants today?

group description	Q22b New technical skills today	Q22b 2nd
AdManf	SPECIFIC KNOWLEDGE OF JOB	---
AdManf	SPECIFIC TECHNICAL COURSES	---
AdManf	STRONGER WORK ETHICS	---
AdManf	TEAM BUILDING	---
AdManf	THINK & PROCESS BETTER	---
AdManf	THOROUGH KNOWLEDGE OF INDUSTRY	---
AdManf	TOOL & DIE TECHNICAL SKILLS	---
AdManf	UNDERSTANDING BUSINESS PROCESS	TIME MANAGEMENT
AdManf	UNDERSTANDING OF INTL BUSINESS	---
AdManf	USE OF MORE INFO TECHNOLOGIES	---
AdManf	WILLING TO WORK	---
AdManf	WORK ETHICS	ENTHUSIASM & MOTIVATION
InfoTech	ABILITY TO FOLLOW INSTRUCTIONS	---
InfoTech	ACCOUNTING	KNOWLEDGE OF CONSTRUCTION BUS
InfoTech	BASIC COMPUTER SKILLS	---
InfoTech	BASIC UNDERSTANDING OF COMPUTE	---
InfoTech	BEING GOOD AT WHAT THEY DO	---
InfoTech	BETTER ATTITUDE	WILLING TO FACE A CHALLENGE
InfoTech	BETTER COMMUNICATION SKILLS	---
InfoTech	BETTER CUSTOMER SERVICE SKILLS	GOOD SPELLER-TYPE 25 WPM
InfoTech	BETTER CUSTOMER SERVICE SKILLS	---
InfoTech	BETTER INDUSTRY KNOWLEDGE	---
InfoTech	BETTER JOB ETHICS	---
InfoTech	BETTER TECHNICAL TRAINING	---
InfoTech	BETTER WORK ETHIC	---
InfoTech	BETTER WORK ETHICS	---
InfoTech	BETTER WRITING & READING SKILL	---
InfoTech	BROADER PROGRAMMING SKILLS	---
InfoTech	BROADER SET OF SKILLS	---
InfoTech	CERTIFICATION	---
InfoTech	CHANGES W/TECHNOLOGICAL ADVANC	---
InfoTech	COMMON SENSE	---
InfoTech	COMMUNICATION & WRITING SKILLS	---
InfoTech	COMPUTER ARTIST	COMPETENT WITH SOFTWARE
InfoTech	COMPUTER KNOWLEDGE	---
InfoTech	COMPUTER SKILLS	---
InfoTech	COMPUTER SKILLS	---
InfoTech	COMPUTER SKILLS	---
InfoTech	CREATIVE MIND	---
InfoTech	CURRENT IN INTERNET TECHNOLOGY	---
InfoTech	CUSTOMER SERVICE ATTITUDE	POSITIVE ATTITUDE
InfoTech	CUSTOMER SERVICE SKILLS	---
InfoTech	DIAGNOSING	---
InfoTech	DOT NET PROGRAMMING	---
InfoTech	DOT NETWORK SOFTWARE	---

InfoTech

EDUCATION FOR PROGRAMMING

Q22b. What new or additional technical skills would you like to see in applicants today?

group description	Q22b New technical skills today	Q22b 2nd
InfoTech	EXCITED ABOUT JOB	BETTER HIGH SCHOOL EDUCATION
InfoTech	EXPERIENCE	---
InfoTech	EXPERIENCED BUSINESS ANALYST	COMPUTER PROGRAMMER
InfoTech	GAME PROGRAMMING	---
InfoTech	GENERAL SYS APPROACH TO EDUC	LOGIC-BASIC THINKING SKILLS
InfoTech	GOOD COMPUTER SKILLS	---
InfoTech	GOOD COMPUTER SKILLS/EXPERIENC	---
InfoTech	GOOD JOB ETHICS	---
InfoTech	GOOD WORK ETHIC	---
InfoTech	GOOD WORK ETHIC	---
InfoTech	GREATER KNOWLEDGE OF BUSINESS	---
InfoTech	HIGH TECH PROGRAMMING	---
InfoTech	HTML PROGRAMMER	---
InfoTech	INDEPENDENT SELF STARTERS	---
InfoTech	INTERPERSONAL SKILLS	---
InfoTech	JOB ETHICS	CUSTOMER SERVICE SKILLS
InfoTech	KNOW USER SIDE OF SOFTWARE	WEB SECURITY
InfoTech	KNOWLEDGE OF BASIC BUSINESS	KNOWLEDGE OF BASIC MARKETING
InfoTech	KNOWLEDGE OF DATABASE & SOFTWA	---
InfoTech	KNOWLEDGE OF EMERGING TECHNOLO	---
InfoTech	KNOWLEDGE OF LATEST TECHNOLOGY	---
InfoTech	KNOWLEDGE OF MARKETING SKILLS	KNOWLEDGE OF INDUSTRY
InfoTech	MARKETING	---
InfoTech	MORE 4 YEAR DEGREES	MORE JOB EXPERIENCE
InfoTech	MORE A+ CERTIFICATION	---
InfoTech	MORE ACTUAL EXPERIENCE	---
InfoTech	MORE BUSINESS KNOWLEDGE	---
InfoTech	MORE CERTIFICATION	---
InfoTech	MORE CISCO APPLICATIONS	---
InfoTech	MORE COMMON SENSE	APPLYING KNOWLEDGE
InfoTech	MORE COMPUTER KNOWLEDGE	MORE TECHNICAL KNOWLEDGE
InfoTech	MORE COMPUTER SKILLS	---
InfoTech	MORE CUSTOMER SERVICE SKILLS	---
InfoTech	MORE HANDS ON TRAINING	---
InfoTech	MORE KNOWLEDGE OF SOFTWARE	---
InfoTech	MORE MACRO-MEDIA TRAINING	---
InfoTech	MORE NETWORK TRAINING	---
InfoTech	MORE PROGRAMMING	---
InfoTech	MORE ROUNDED COMPUTER SKILLS	MORE ROUNDED SOFTWARE SKILLS
InfoTech	MORE SOCIABLE SKILLS	---
InfoTech	MORE TECHNICAL SKILLS	---
InfoTech	MORE TRAINING	---
InfoTech	MORE WORK ETHIC	---
InfoTech	NETWORKING ABILITIES	---
InfoTech	NEWER COMMUNICATIONS TECHNOLOG	VOICE OVER

InfoTech NONE

Q22b. What new or additional technical skills would you like to see in applicants today?

group description	Q22b New technical skills today	Q22b 2nd
InfoTech	NONE	---
InfoTech	NONE	---
InfoTech	NONE	---
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InfoTech	NONE	---
InfoTech	ON THE JOB TRAINING	---
InfoTech	PERSONAL SKILLS	---
InfoTech	POSITIVE ATTITUDE	---
InfoTech	PRACTICAL SKILLS	---
InfoTech	PROCESS RELATED SKILLS	MGMT & ORGANIZATIONAL SKILLS
InfoTech	PROGRAMMERS	---
InfoTech	PROGRAMMING SKILLS	---
InfoTech	PROGRAMMING-CODING	FULL LIFE CYCLE DEVELOPMENT
InfoTech	SALES ABILITY	---

InfoTech	SCOPE OF EXPERIENCE OF SOFTWARE	---
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Q22b. What new or additional technical skills would you like to see in applicants today?

group description	Q22b New technical skills today	Q22b 2nd
InfoTech	SELF-MOTIVATED & DETAILED	---
InfoTech	SELLING SKILLS	---
InfoTech	SELLING SKILLS	---
InfoTech	SELLING SKILLS	---
InfoTech	SETTING UP NETWORKS	---
InfoTech	STRONG INFO SYSTEMS	---
InfoTech	TECHNICAL ACCOUNTING SKILLS	---
InfoTech	TECHNICAL ON THE JOB TRAINING	---
InfoTech	TECHNICAL PROJECT SKILLS	---
InfoTech	USE COMPUTER FOR GRAPHIC DESIG	---
InfoTech	VERSED IN ARCHITECTURAL DESIGN	---
InfoTech	VOICE OVER TRAINING	FIBER OPTICS
InfoTech	WEB DEVELOPMENT	---
InfoTech	WORKING KNOWLEDGE OF ELECTRONI	SPECTRUM ANALYSIS
InfoTech	WRITE CODE IN SPECIFIC LANGUAG	---
Health	ASSISTANT EXPANDED DUTIES	---
Health	BETTER COMMUNICATION	---
Health	BETTER COMPUTER SKILLS	---
Health	BETTER COMPUTER SKILLS	---
Health	BETTER INITIAL CUSTOMER SERVIC	---
Health	BETTER MATH & READING SKILLS	---
Health	BETTER UNDERSTANDING OF JOB	---
Health	BETTER WORK ETHIC	---
Health	COMPUTER LITERATE	---
Health	COMPUTER LITERATE	---
Health	COMPUTER SKILLS	---
Health	COMPUTER SKILLS	---
Health	DIGITAL XRAY	---
Health	EFFICIENT COMPUTER SKILLS	---
Health	ESSENTIAL COMPUTER USABILITY	---
Health	EXPANDED DUTY SKILLS	---
Health	GREAT WORK ETHIC	PROFESSIONAL SKILLS
Health	GREATER COMPUTER USABILITY	---
Health	MORE COMPUTER SKILLS	---
Health	MORE COMPUTER TECHNOLOGY	PERSONALITY APTITUDE
Health	MORE HANDS ON SKILLS	---
Health	MORE INITIAL CUSTOMER SERVICE	---
Health	NO	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---

Health	NONE	---
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Q22b. What new or additional technical skills would you like to see in applicants today?

group description	Q22b New technical skills today	Q22b 2nd
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	NONE	---
Health	PATIENCE	ETHICS
Health	PEOPLE SKILLS	---
Health	PROPER GRAMMAR	GOOD SPELLING
Health	READ & WRITE	BASIC MATH
Health	TAUGHT IN NURSING SCHOOL	---
Health	TRAINING ON VENTILATORS	---
Health	WORKING KNOWLEDGE OF OFC MACHI	---

22c. What new or additional technical skills would you like to see in applicants in 1 (one) year?

group description	Q22c New technical skills in one year	Q22c 2nd
AdManf	ABILITY TO READ METRIC	---
AdManf	ABLE TO READ & ADD	TECHNICAL/MECHANICAL KNOWLEDGE
AdManf	BASIC COMPUTER SKILLS	---
AdManf	BASIC MACHINE SHOP SKILLS	---
AdManf	BASIC MACHINERY SKILLS	---
AdManf	BASIC READING WRITING MATH	---
AdManf	BASIC TECHNICAL SKILLS	---
AdManf	BASIC VERBAL & MATH SKILLS	---
AdManf	BETTER COMMUNICATION SKILLS	---
AdManf	BETTER COMMUNICATION SKILLS	---
AdManf	BETTER COMPUTER DESIGN EXPERIE	DESIGNS MORE ADAPTABLE
AdManf	BETTER COMPUTER SKILLS	SAFETY TRAINING
AdManf	BETTER COMPUTER SKILLS	CAD DESIGN
AdManf	BETTER COMPUTER TRAINING	---
AdManf	BETTER DIAGNOSTIC COMPUTER KNO	---
AdManf	BETTER KNOWLEDGE OF WELDING	BETTER KNOWLEDGE OF SHEET META
AdManf	BETTER MATH	---
AdManf	BETTER MATH SKILLS	---
AdManf	BETTER MATH SKILLS	---
AdManf	BETTER MATH SKILLS	---
AdManf	BETTER MEASUREMENT SKILLS	---
AdManf	BETTER PEOPLE SKILLS	---
AdManf	BETTER PROGRAMMING OF MACHINES	---
AdManf	BETTER TECHNICAL BACKGROUND	---
AdManf	BETTER TECHNICAL SKILLS	---
AdManf	BLUEPRINT READING	---
AdManf	CNC PROGRAMMERS	---
AdManf	COMPUTER ANALYSIS	---
AdManf	COMPUTER KNOWLEDGE	---
AdManf	COMPUTER LITERACY	---
AdManf	COMPUTER LITERATE	---
AdManf	COMPUTER PROGRAMMING	BETTER WORK ETHIC & SKILLS
AdManf	COMPUTER SKILLS	BETTER COMMON SENSE
AdManf	COMPUTER SKILLS	---
AdManf	CORE KNOWLEDGE IN BASIC MACHIN	---
AdManf	COST CONTROL PRODUCTION	---
AdManf	DESIRE TO ACHIEVE	LAB EQUIP & COMPUTER SKILLS
AdManf	DESIRE TO WORK	---
AdManf	DESIRE TO WORK	---
AdManf	EDUCATIONAL KNOWLEDGE	DIRECT 1ST LINE MGR KNOWLEDGE
AdManf	ELECTRONIC TECHNICAL KNOWLEDGE	---
AdManf	ENGINEERING	MANAGEMENT
AdManf	EXPERIENCE IN LEAN OPERATIONS	WORKING BETTER AS A TEAM
AdManf	EXPERIENCE W/COMPRESSORS MACHI	TROUBLESHOOTING ELECTRICAL COM
AdManf	EXPERIENCED TOOL & DIE	ELECTRICAL KNOWLEDGE FOR MAINT
AdManf	GET ALONG BETTER WITH OTHERS	---

22c. What new or additional technical skills would you like to see in applicants in 1 (one) year?

group description	Q22c New technical skills in one year	Q22c 2nd
AdManf	GOOD MATH APTITUDE	---
AdManf	GOOD SOLID GRAMMAR/WRITING	---
AdManf	GOOD WORK ETHICS	---
AdManf	GOOD WORK ETHICS	---
AdManf	HIGHER COMPUTER SKILLS	HIGHER MATH SKILLS
AdManf	INCREASED TECH/COMPUTER SKILLS	---
AdManf	KNOW THE MACHINES BETTER	KNOW HOW TO SHARPEN DIES
AdManf	KNOWLEDGE OF OVERALL CONSTRUCT	---
AdManf	KNOWLEDGE OF SAP COMPUTER SYST	---
AdManf	MATH	HARD SCIENCES
AdManf	MATH SKILLS	---
AdManf	METAL & SAND KNOWLEDGE	KNOW MORE ABOUT PATTERNS
AdManf	METALLURGICAL KNOWLEDGE	INCREASED TRIGONOMETRY SKILLS
AdManf	MORE CAD EXPERIENCE	---
AdManf	MORE COMPUTER PROCESS SKILLS	---
AdManf	MORE COMPUTER SKILLS	---
AdManf	MORE COMPUTER SKILLS	MORE INTERPERSONAL SKILLS
AdManf	MORE COMPUTER SKILLS	---
AdManf	MORE COMPUTER SKILLS	---
AdManf	MORE COMPUTER SKILLS	C&C MACHINE
AdManf	MORE COMPUTER SKILLS	---
AdManf	MORE ELECTRICAL KNOWLEDGE	---
AdManf	MORE ENGINEERING SKILLS	---
AdManf	MORE EXPERIENCE	---
AdManf	MORE EXPERIENCE IN OUR FIELD	---
AdManf	MORE EXPERIENCE W/NEW EQUIPMEN	---
AdManf	MORE FUNDAMENTAL BASICS	MORE AMBITION/WORK ETHIC
AdManf	MORE HIGHLY SKILLED WORKFORCE	---
AdManf	MORE INDUSTRIAL ENG SKILLS	---
AdManf	MORE MATH SKILLS	ELEMENTARY PHYSICS
AdManf	MORE MATH SKILLS	---
AdManf	MORE RISK-TAKER SKILLS	BETTER DEVELOPED CHARACTER
AdManf	MORE SERIOUS WORK ETHIC	---
AdManf	MORE TECHNICAL SKILLS IN C&C M	---
AdManf	MOTIVATED EMPLOYEES	---
AdManf	PERSONAL ETHICS	COMMUNICATION SKILLS
AdManf	PROGRAMMING SKILLS	---
AdManf	SAFETY & ENVIRONMENTAL PRACTIC	---
AdManf	SETTING UP WORK PIECES IN MACH	---
AdManf	SOLID MATH BACKGROUND	---
AdManf	SPECIFIC COMPUTER KNOWLEDGE	CAD DESIGN KNOWLEDGE
AdManf	SPECIFIC KNOWLEDGE OF JOB	---
AdManf	SPECIFIC TECHNICAL COURSES	---
AdManf	STRONGER WORK ETHICS	---
AdManf	TEAM BUILDING	---

AdManf	THOROUGH KNOWLEDGE OF INDUSTRY	---
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22c. What new or additional technical skills would you like to see in applicants in 1 (one) year?

group description	Q22c New technical skills in one year	Q22c 2nd
AdManf	TOOL & DIE TECHNICAL SKILLS	---
AdManf	UNDERSTANDING BUSINESS PROCESS	TIME MANAGEMENT
AdManf	UNDERSTANDING OF INTL BUSINESS	---
AdManf	USE OF MORE INFO TECHNOLOGIES	---
AdManf	WILLING TO WORK	---
AdManf	WORK ETHICS	ENTHUSIASM & MOTIVATION
InfoTech	ACCOUNTING	KNOWLEDGE OF CONSTRUCTION BUS
InfoTech	BASIC COMPUTER SKILLS	---
InfoTech	BASIC UNDERSTANDING OF COMPUTE	---
InfoTech	BEING GOOD AT WHAT THEY DO	---
InfoTech	BETTER ATTITUDE	WILLING TO FACE A CHALLENGE
InfoTech	BETTER COMMUNICATION SKILLS	---
InfoTech	BETTER CUSTOMER SERVICE SKILLS	GOOD SPELLER-TYPE 25 WPM
InfoTech	BETTER INDUSTRY KNOWLEDGE	---
InfoTech	BETTER JOB ETHICS	---
InfoTech	BETTER TECHNICAL TRAINING	---
InfoTech	BETTER WORK ETHIC	---
InfoTech	BETTER WORK ETHICS	---
InfoTech	BETTER WRITING & READING SKILL	---
InfoTech	BROADER PROGRAMMING SKILLS	---
InfoTech	BROADER SET OF SKILLS	---
InfoTech	CHANGES W/TECHNOLOGICAL ADVANC	---
InfoTech	COMMON SENSE	---
InfoTech	COMMUNICATION & WRITING SKILLS	---
InfoTech	COMPUTER ARTIST	COMPETENT WITH SOFTWARE
InfoTech	COMPUTER KNOWLEDGE	---
InfoTech	COMPUTER SKILLS	---
InfoTech	COMPUTER SKILLS	---
InfoTech	COMPUTER SKILLS	---
InfoTech	CREATIVE MIND	---
InfoTech	CURRENT IN INTERNET TECHNOLOGY	---
InfoTech	CUSTOMER SERVICE ATTITUDE	POSITIVE ATTITUDE
InfoTech	CUSTOMER SERVICE SKILLS	---
InfoTech	DIAGNOSING	---
InfoTech	DOT NET PROGRAMMING	---
InfoTech	DOT NETWORK SOFTWARE	---
InfoTech	EDUCATION FOR PROGRAMMING	---
InfoTech	EXCITED ABOUT JOB	BETTER HIGH SCHOOL EDUCATION
InfoTech	EXPERIENCE	---
InfoTech	EXPERIENCED BUSINESS ANALYST	COMPUTER PROGRAMMER
InfoTech	GAME PROGRAMMING	---
InfoTech	GENERAL SYS APPROACH TO EDUC	LOGIC-BASIC THINKING SKILLS
InfoTech	GOOD COMPUTER SKILLS/EXPERIENC	---
InfoTech	GOOD ELECTRONIC BACKGROUND	---
InfoTech	GOOD JOB ETHICS	---

InfoTech

GOOD WORK ETHIC

22c. What new or additional technical skills would you like to see in applicants in 1 (one) year?

group description	Q22c New technical skills in one year	Q22c 2nd
InfoTech	GOOD WORK ETHIC	---
InfoTech	GREATER KNOWLEDGE OF BUSINESS	---
InfoTech	HIGH TECH PROGRAMMING	---
InfoTech	HTML PROGRAMMER	---
InfoTech	INDEPENDENT SELF STARTERS	---
InfoTech	INTERPERSONAL SKILLS	---
InfoTech	JOB ETHICS	CUSTOMER SERVICE SKILLS
InfoTech	KNOW USER SIDE OF SOFTWARE	WEB SECURITY
InfoTech	KNOWLEDGE OF BASIC BUSINESS	KNOWLEDGE OF BASIC MARKETING
InfoTech	KNOWLEDGE OF DATABASE & SOFTWARE	---
InfoTech	KNOWLEDGE OF EMERGING TECHNOLOGY	---
InfoTech	KNOWLEDGE OF LATEST TECHNOLOGY	---
InfoTech	KNOWLEDGE OF MARKETING SKILLS	KNOWLEDGE OF INDUSTRY
InfoTech	MARKETING	---
InfoTech	MORE 4 YEAR DEGREES	MORE JOB EXPERIENCE
InfoTech	MORE A+ CERTIFICATION	---
InfoTech	MORE ACTUAL EXPERIENCE	---
InfoTech	MORE BUSINESS KNOWLEDGE	---
InfoTech	MORE CERTIFICATION	---
InfoTech	MORE CISCO APPLICATIONS	---
InfoTech	MORE COMMON SENSE	APPLYING KNOWLEDGE
InfoTech	MORE COMPUTER KNOWLEDGE	MORE TECHNICAL KNOWLEDGE
InfoTech	MORE COMPUTER SKILLS	---
InfoTech	MORE CUSTOMER SERVICE SKILLS	---
InfoTech	MORE HANDS ON TRAINING	---
InfoTech	MORE KNOWLEDGE OF SOFTWARE	---
InfoTech	MORE MACRO-MEDIA TRAINING	---
InfoTech	MORE NETWORK TRAINING	---
InfoTech	MORE PROGRAMMING	---
InfoTech	MORE ROUNDED COMPUTER SKILLS	MORE ROUNDED SOFTWARE SKILLS
InfoTech	MORE SOCIABLE SKILLS	---
InfoTech	MORE TRAINING	---
InfoTech	MORE WORK ETHIC	---
InfoTech	NETWORKING ABILITIES	---
InfoTech	NEW TECHNOLOGY IN COMMUNICATION	---
InfoTech	ON THE JOB TRAINING	---
InfoTech	POSITIVE ATTITUDE	---
InfoTech	PRACTICAL SKILLS	---
InfoTech	PROCESS RELATED SKILLS	MGMT & ORGANIZATIONAL SKILLS
InfoTech	PROGRAMMERS	---
InfoTech	PROGRAMMING SKILLS	---
InfoTech	PROGRAMMING-CODING	FULL LIFE CYCLE DEVELOPMENT
InfoTech	SALES ABILITY	---
InfoTech	SCOPE OF EXPERIENCE OF SOFTWARE	INTERPERSONAL SKILLS
InfoTech	SELF-MOTIVATED & DETAILED	---

InfoTech

SELLING SKILLS

22c. What new or additional technical skills would you like to see in applicants in 1 (one) year?

group description	Q22c New technical skills in one year	Q22c 2nd
InfoTech	SELLING SKILLS	---
InfoTech	STRONG INFO SYSTEMS	---
InfoTech	TECHNICAL ON THE JOB TRAINING	---
InfoTech	TECHNICAL PROJECT SKILLS	---
InfoTech	TRAINING WITH MICROSOFT PRODUC	---
InfoTech	UP WITH TECHNOLOGY	---
InfoTech	USE COMPUTER FOR GRAPHIC DESIG	---
InfoTech	VERSED IN ARCHITECTURAL DESIGN	---
InfoTech	VOICE OVER TRAINING	FIBER OPTICS
InfoTech	WEB DEVELOPMENT	---
InfoTech	WORKING KNOWLEDGE OF ELECTRONI	SPECTRUM ANALYSIS
Health	ASSISTANT EXPANDED DUTIES	---
Health	BETTER COMMUNICATION	---
Health	BETTER COMPUTER SKILLS	---
Health	BETTER COMPUTER SKILLS	---
Health	BETTER MATH & READING SKILLS	---
Health	BETTER UNDERSTANDING OF JOB	---
Health	BETTER WORK ETHIC	---
Health	COMPUTER LITERATE	---
Health	COMPUTER SKILLS	---
Health	COMPUTER SKILLS	---
Health	DIGITAL XRAY	---
Health	EFFICIENT COMPUTER SKILLS	---
Health	ELECTRONICAL MEDICAL RECORDS	---
Health	ESSENTIAL COMPUTER USABILITY	---
Health	EXPANDED DUTY SKILLS	---
Health	GREAT WORK ETHIC	PROFESSIONAL SKILLS
Health	GREATER COMPUTER USABILITY	---
Health	MORE COMPUTER SKILLS	---
Health	MORE COMPUTER TECHNOLOGY	PERSONALITY APTITUDE
Health	MORE HANDS ON SKILLS	---
Health	MORE TECHNICAL SKILLS	---
Health	PATIENCE	ETHICS
Health	PEOPLE SKILLS	---
Health	TAUGHT IN NURSING SCHOOL	---
Health	TECHNICAL SKILLS IN PROFFESION	N
Health	WORKING KNOWLEDGE OF OFC MACHI	---
Health	WRITE & SPEAK CORRECTLY	USE CORRECT GRAMMAR

22d. What new or additional technical skills would you like to see in applicants in 5 five) years?

group description	Q22d New technical skills in five years	Q22d 2nd
AdManf	ABILITY TO READ METRIC	---
AdManf	ABLE TO READ & ADD	TECHNICAL/MECHANICAL KNOWLEDGE
AdManf	BASIC COMPUTER SKILLS	---
AdManf	BASIC MACHINE SHOP SKILLS	---
AdManf	BASIC MACHINERY SKILLS	---
AdManf	BASIC READING WRITING MATH	---
AdManf	BASIC TECHNICAL SKILLS	---
AdManf	BASIC VERBAL & MATH SKILLS	---
AdManf	BETTER COMMUNICATION SKILLS	---
AdManf	BETTER COMPUTER DESIGN EXPERIE	DESIGNS MORE ADAPTABLE
AdManf	BETTER COMPUTER SKILLS	SAFETY TRAINING
AdManf	BETTER COMPUTER SKILLS	CAD DESIGN
AdManf	BETTER COMPUTER TRAINING	---
AdManf	BETTER DIAGNOSTIC COMPUTER KNO	---
AdManf	BETTER MATH	---
AdManf	BETTER MATH SKILLS	---
AdManf	BETTER MATH SKILLS	---
AdManf	BETTER MEASUREMENT SKILLS	---
AdManf	BETTER PEOPLE SKILLS	---
AdManf	BETTER PROGRAMMING OF MACHINES	---
AdManf	BETTER TECHNICAL BACKGROUND	---
AdManf	BETTER TECHNICAL SKILLS	---
AdManf	BLUEPRINT READING	---
AdManf	CNC PROGRAMMERS	---
AdManf	COMPUTER ANALYSIS	---
AdManf	COMPUTER KNOWLEDGE	---
AdManf	COMPUTER LITERACY	---
AdManf	COMPUTER LITERATE	---
AdManf	COMPUTER PROGRAMMING	BETTER WORK ETHIC & SKILLS
AdManf	COMPUTER SKILLS	BETTER COMMON SENSE
AdManf	COMPUTER SKILLS	---
AdManf	CORE KNOWLEDGE IN BASIC MACHIN	---
AdManf	COST CONTROL PRODUCTION	---
AdManf	DESIRE TO ACHIEVE	LAB EQUIP & COMPUTER SKILLS
AdManf	DESIRE TO WORK	---
AdManf	DESIRE TO WORK	---
AdManf	EDUCATIONAL KNOWLEDGE	DIRECT 1ST LINE MGR KNOWLEDGE
AdManf	ELECTRONIC TECHNICAL KNOWLEDGE	---
AdManf	ENGINEERING	MANAGEMENT
AdManf	EXPERIENCE IN LEAN OPERATIONS	WORKING BETTER AS A TEAM
AdManf	EXPERIENCE W/COMPRESSORS MACHI	TROUBLESHOOTING ELECTRICAL COM
AdManf	EXPERIENCED TOOL & DIE	ELECTRICAL KNOWLEDGE FOR MAINT
AdManf	GET ALONG BETTER WITH OTHERS	---
AdManf	GOOD MATH APTITUDE	---
AdManf	GOOD SOLID GRAMMAR/WRITING	---

AdManf

GOOD WORK ETHICS

22d. What new or additional technical skills would you like to see in applicants in 5 five) years?

group description	Q22d New technical skills in five years	Q22d 2nd
AdManf	GOOD WORK ETHICS	---
AdManf	HIGHER COMPUTER SKILLS	HIGHER MATH SKILLS
AdManf	INCREASED TECH/COMPUTER SKILLS	---
AdManf	KNOW THE MACHINES BETTER	KNOW HOW TO SHARPEN DIES
AdManf	KNOWLEDGE OF OVERALL CONSTRUCT	---
AdManf	KNOWLEDGE OF SAP COMPUTER SYST	---
AdManf	MATH	HARD SCIENCES
AdManf	MATH READING REASONING SPELLIN	---
AdManf	MATH SKILLS	---
AdManf	METAL SAND & PATTERN KNOWLEDGE	SELF STARTERS
AdManf	METALLURGICAL KNOWLEDGE	INCREASED TRIGONOMETRY SKILLS
AdManf	MORE CAD EXPERIENCE	---
AdManf	MORE COMPUTER PROCESS SKILLS	---
AdManf	MORE COMPUTER SKILLS	---
AdManf	MORE COMPUTER SKILLS	MORE INTERPERSONAL SKILLS
AdManf	MORE COMPUTER SKILLS	---
AdManf	MORE ELECTRICAL KNOWLEDGE	---
AdManf	MORE ENGINEERING SKILLS	---
AdManf	MORE EXPERIENCE	---
AdManf	MORE EXPERIENCE IN OUR FIELD	---
AdManf	MORE EXPERIENCE W/NEW EQUIPMEN	---
AdManf	MORE FUNDAMENTAL BASICS	MORE AMBITION/WORK ETHIC
AdManf	MORE HIGHLY SKILLED WORKFORCE	---
AdManf	MORE INDUSTRIAL ENG SKILLS	---
AdManf	MORE MATH SKILLS	ELEMENTARY PHYSICS
AdManf	MORE RISK-TAKER SKILLS	BETTER DEVELOPED CHARACTER
AdManf	MORE SERIOUS WORK ETHIC	---
AdManf	MORE TECHNICAL SKILLS IN C&C M	---
AdManf	PERSONAL ETHICS	COMMUNICATION SKILLS
AdManf	PROGRAMMING SKILLS	---
AdManf	SAFETY & ENVIRONMENTAL PRACTIC	---
AdManf	SOLID MATH BACKGROUND	---
AdManf	SPECIFIC COMPUTER KNOWLEDGE	CAD DESIGN KNOWLEDGE
AdManf	STRONGER WORK ETHICS	---
AdManf	TEAM BUILDING	---
AdManf	THOROUGH KNOWLEDGE OF INDUSTRY	---
AdManf	TOOL & DIE TECHNICAL SKILLS	---
AdManf	UNDERSTANDING BUSINESS PROCESS	TIME MANAGEMENT
AdManf	UNDERSTANDING OF INTL BUSINESS	---
AdManf	USE OF MORE INFO TECHNOLOGIES	---
AdManf	WILLING TO WORK	---
AdManf	WORK ETHICS	ENTHUSIASM & MOTIVATION
InfoTech	ABILITY TO SET UP UPN	---
InfoTech	ACCOUNTING	KNOWLEDGE OF CONSTRUCTION BUS
InfoTech	BASIC COMPUTER SKILLS	---

InfoTech	BASIC UNDERSTANDING OF COMPUTE	---
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22d. What new or additional technical skills would you like to see in applicants in 5 five) years?

group description	Q22d New technical skills in five years	Q22d 2nd
InfoTech	BEING GOOD AT WHAT THEY DO	---
InfoTech	BETTER ATTITUDE	WILLING TO FACE A CHALLENGE
InfoTech	BETTER CUSTOMER SERVICE SKILLS	GOOD SPELLER-TYPE 25 WPM
InfoTech	BETTER TECHNICAL TRAINING	---
InfoTech	BETTER WORK ETHIC	---
InfoTech	BETTER WORK ETHICS	---
InfoTech	BETTER WRITING & READING SKILL	---
InfoTech	BROADER PROGRAMMING SKILLS	---
InfoTech	BROADER SET OF SKILLS	---
InfoTech	CHANGES W/TECHNOLOGICAL ADVANC	---
InfoTech	COMMON SENSE	---
InfoTech	COMMUNICATION & WRITING SKILLS	---
InfoTech	COMPUTER KNOWLEDGE	---
InfoTech	COMPUTER SKILLS	---
InfoTech	COMPUTER SKILLS	---
InfoTech	CURRENT IN INTERNET TECHNOLOGY	---
InfoTech	CUSTOMER SERVICE ATTITUDE	POSITIVE ATTITUDE
InfoTech	CUSTOMER SERVICE SKILLS	---
InfoTech	DIAGNOSING	---
InfoTech	DOT NETWORK SOFTWARE	---
InfoTech	EDUCATION FOR PROGRAMMING	---
InfoTech	EXCITED ABOUT JOB	BETTER HIGH SCHOOL EDUCATION
InfoTech	EXPERIENCE	---
InfoTech	GENERAL SYS APPROACH TO EDUC	LOGIC-BASIC THINKING SKILLS
InfoTech	GOOD COMPUTER SKILLS/EXPERIENC	---
InfoTech	GOOD WORK ETHIC	---
InfoTech	GOOD WORK ETHIC	---
InfoTech	GREATER KNOWLEDGE OF BUSINESS	---
InfoTech	HIGH TECH PROGRAMMING	---
InfoTech	INDEPENDENT SELF STARTERS	---
InfoTech	INTERPERSONAL SKILLS	---
InfoTech	KNOW USER SIDE OF SOFTWARE	WEB SECURITY
InfoTech	KNOWLEDGE OF BASIC BUSINESS	KNOWLEDGE OF BASIC MARKETING
InfoTech	KNOWLEDGE OF DATABASE & SOFTWA	---
InfoTech	KNOWLEDGE OF EMERGING TECHNOLO	---
InfoTech	KNOWLEDGE OF LATEST TECHNOLOGY	---
InfoTech	KNOWLEDGE OF MARKETING SKILLS	KNOWLEDGE OF INDUSTRY
InfoTech	MARKETING	---
InfoTech	MORE 4 YEAR DEGREES	MORE JOB EXPERIENCE
InfoTech	MORE A+ CERTIFICATION	---
InfoTech	MORE ACTUAL EXPERIENCE	---
InfoTech	MORE BUSINESS KNOWLEDGE	---
InfoTech	MORE CERTIFICATION	---
InfoTech	MORE CISCO APPLICATIONS	---
InfoTech	MORE COMMON SENSE	APPLYING KNOWLEDGE

InfoTech

MORE COMPUTER KNOWLEDGE

MORE TECHNICAL KNOWLEDGE

22d. What new or additional technical skills would you like to see in applicants in 5 five) years?

group description	Q22d New technical skills in five years	Q22d 2nd
InfoTech	MORE COMPUTER SKILLS	---
InfoTech	MORE CUSTOMER SERVICE SKILLS	---
InfoTech	MORE HANDS ON TRAINING	---
InfoTech	MORE KNOWLEDGE OF SOFTWARE	---
InfoTech	MORE MACRO-MEDIA TRAINING	---
InfoTech	MORE MATH & WRITING SKILLS	---
InfoTech	MORE NETWORK TRAINING	---
InfoTech	MORE PROGRAMMING	---
InfoTech	MORE SOCIABLE SKILLS	---
InfoTech	MORE TRAINING	---
InfoTech	MORE WORK ETHIC	---
InfoTech	NEW TECHNOLOGY IN COMMUNICATIO	---
InfoTech	ON THE JOB TRAINING	---
InfoTech	POSITIVE ATTITUDE	---
InfoTech	PRACTICAL SKILLS	---
InfoTech	PROCESS RELATED SKILLS	MGMT & ORGANIZATIONAL SKILLS
InfoTech	PROGRAMMING SKILLS	---
InfoTech	PROGRAMMING-CODING	FULL LIFE CYCLE DEVELOPMENT
InfoTech	SCOPE OF EXPERIENCE OF SOFTWARE	INTERPERSONAL SKILLS
InfoTech	SELF-MOTIVATED & DETAILED	---
InfoTech	SELLING SKILLS	---
InfoTech	SELLING SKILLS	---
InfoTech	SOLID OFFICE AUTOMATION	---
InfoTech	TECHNICAL ON THE JOB TRAINING	---
InfoTech	TECHNICAL PROJECT SKILLS	---
InfoTech	UNDERSTANDING OF WIRELESS TECH	---
InfoTech	USE COMPUTER FOR GRAPHIC DESIGN	---
InfoTech	VERSED IN ARCHITECTURAL DESIGN	---
InfoTech	VOICE OVER TRAINING	FIBER OPTICS
InfoTech	WEB DEVELOPMENT	---
InfoTech	WORKING KNOWLEDGE OF ELECTRONICS	SPECTRUM ANALYSIS
Health	BASIC MATH SKILLS	BASIC WRITING SKILLS
Health	BETTER WORK ETHIC	---
Health	COMPUTER LITERATE	---
Health	COMPUTER SKILLS	---
Health	COMPUTER SKILLS	---
Health	COMPUTER SKILLS	---
Health	CRITICAL THINKING	---
Health	EEG TECHNICIAN	---
Health	ELECTRONIC MEDICAL RECORDS	---
Health	ENHANCED COMPUTER SKILLS	---
Health	GREAT WORK ETHIC	PROFESSIONAL SKILLS
Health	MORE CARDIOLOGICAL TECHNOLOGY	---
Health	PEOPLE SKILLS	---
Health	POSSIBLY IMPLANT SKILLS	---

Health	TECH FOR NEW MACHINES & TESTS	---
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22d. What new or additional technical skills would you like to see in applicants in 5 five) years?

group description	Q22d New technical skills in five years	Q22d 2nd
Health	TECHNICIAN FOR NEW EQUIPMENT	---
Health	WORKING KNOWLEDGE OF OFC MACHI	---

Q23. What training or other preparation would you see as essential to overcoming the shortcomings of recent applicants?

N=405	Group			Total
	Advanced manufacturin g	Information technology	Healthcare	
	1	2	3	

Q23 What training is essential

1=Short term trng	12.4%	4.7%	18.5%	10.1%
2=Formal degree	15.9%	19.4%	30.8%	19.8%
3=On the job trng	50.0%	44.1%	44.6%	46.7%
4=Other	10.6%	15.9%	1.5%	11.4%
9=No response	11.2%	15.9%	4.6%	12.1%

Q24. Do you use any forms of alternatives to full-time employment such as

N=405

Group			Total
Advanced manufacturin g 1	Information technology 2	Healthcare 3	

Q24 Use alternatives to full-time employ

1=Temporary serv	41.8%	11.2%	29.2%	26.9%
2=Independent cont	21.8%	40.0%	35.4%	31.6%
3=Outsourcing	24.1%	18.8%	1.5%	18.3%
4=Other	2.4%	6.5%	6.2%	4.7%
9=No response	40.0%	44.7%	52.3%	44.0%

Q25. Have you ever approached any training organization or educational institution about providing the training and/or skills necessary to fill you occupational needs?

N=405

Group			Total
Advanced manufacturin g 1	Information technology 2	Healthcare 3	

Q25 Approached training organization

1=Yes	35.9%	25.9%	35.4%	31.6%
2=No	61.2%	71.2%	60.0%	65.2%
9=No response	2.9%	2.9%	4.6%	3.2%

Q26. Would you or another company representative be willing to participate in a partnership with training organizations and educational institutions in designing skill-based solutions to your specific labor needs?

N=405

Group			Total
Advanced manufacturin g 1	Information technology 2	Healthcare 3	

Q26 Participate in partnership w/training

1=Yes	32.4%	26.5%	41.5%	31.4%
2=No	58.8%	62.9%	52.3%	59.5%
9=No response	8.8%	10.6%	6.2%	9.1%

Q27. Which of the following methods of meeting would you be willing to participate? (Check all that you would be willing to do.)

N=405

Group			Total
Advanced manufacturin g 1	Information technology 2	Healthcare 3	

Q27 Methods of meeting

1=Interview	14.1%	23.5%	23.1%	19.5%
2=Focus group	19.4%	21.2%	32.3%	22.2%
3=Industry forum	8.2%	12.4%	15.4%	11.1%
4=Other	4.7%	7.6%	1.5%	5.4%
9=No response	62.9%	64.7%	60.0%	63.2%